The Meeting of the Board of Selectmen held on Wednesday, November 6, 2019 began at 6:00 p.m. in the Selectmen's Conference Room, Town Hall.

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Members Present: Derek DeBarge, Chairman, Carmina Fernandes, Antonio Goncalves and William Rosenblum
Members Absent: Manuel Silva

First Order of Business: The Pledge of Allegiance

Visitations:

Police Officer Interviews:

6:00 p.m. Mateusz Cieslak:

Mr. Debarge: The Chief will tell you some things and then we will be done. So, go ahead let us know your full name, where you are from and anything you would like to tell us about yourself.

Mr. Cieslak: My name is Mateusz Cieslak, it is Matthew translated. I was originally born in Poland, came over to the US when I was about 4 years old, me and my family. We moved to Indian Orchard and then my parents wanted me and my sister to get a better education, so we moved to Ludlow. I started off at Vets Park Elementary School, then to Baird Middle School and Ludlow High School. Graduated from Ludlow High School and then I got into my number one school, Westfield State. I started going there for Criminal Justice and then I changed my major to Business Management with a concentration in Management and I anticipate graduating in 2020. I fell back a little bit because of the whole change but I think I will be done next fall.

Mrs. Fernandes: Thank you Mr. Cieslak. Congratulations for making it to the top 8, I believe it is. I'm going to ask you the same questions that I have asked the other applicants. I think it is only fair that you all get to respond to my questions, the same questions. What experience in your life, it can be any experience, personal, work-related, has impacted you in a way that will have an impact as a Police Officer in this town?

Mr. Cieslak: So, in Westfield State I did one year for ROTC. That was Monday, Wednesday, Friday. We did PT tests, we had labs that went on. We also took 2 classes there. I also work 2 jobs currently, I work for USA Security, which is a security company, out of, I believe it is Connecticut. I'm not sure where in Connecticut I forget. They make us work certain venues, we work the Mass Mutual Center, we work the Bushnell Center and I am also a bouncer at Nathan Bill's.

Mrs. Fernandes: Can you, do you have an event you know either at the school or at Nathans something that will affect you on how you can become a successful Police Officer.

Mr. Cieslak: Like why do I want to get into this field, are you asking or just?

Mrs. Fernandes: No just an event in your life that had such an impact on you.

Mr. Cieslak: The ROTC really helped out. I dropped out after the first year because I realized I wanted to become a Police Officer, I wanted to stay local. I knew after the 4 years I would have to commission in the Army and that would involve me getting stationed somewhere else. I just wanted to experience it so I did it for the year and I guess like that was the main event, the ROTC.

Mrs. Fernandes: And how did that, what specifically at the ROTC made you decide geez.

Mr. Cieslak: I liked the PT classes, that was good. I have a passion for working out, I go to the gym often, about 6 time per week. I know how important it is to become to be very good physically and mentally strong in this field as a Police Officer, so I do like to go to the gym often. But the classes also taught me a lot, leadership skills, things like that. How to be a good team player also.

Mrs. Fernandes: And as you know in a small town like this, if you were to get hired, you are going to know a lot of people in town eventually. You might even have friends, family here neighbors, if you had to stop one because they committed a crime, you know weather it be speeding, DUI whatever it is. How would you approach that situation?

Mr. Cieslak: I would approach them the same way as if I didn't know them. You know just because I know them doesn't affect anything. You know I am a Police Officer, I work for the Police, the Town of

Ludlow and it doesn't affect the way I treat them at all. I treat them the same way I treat any other citizen.

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Mrs. Fernandes: Okay and how do you think your overall personal, educational, work experience will benefit you on this job?

Mr. Cieslak: So, the reason I changed my major from Criminal Justice to Business Management is because in the future if I do become a Police Office, I would like to move up in the ranks, so I wanted to kind of wanted to get a management aspect how to manage people. So that's why I chose Business Management with a concentration in management. I figured that would kind of differentiate me from the other candidates that are all in Criminal Justice and eventually I would like to move up, Sargent, Lieutenant, and possibly Chief of Police one day.

Mrs. Fernandes: Thank you, next.

Mr. Rosenblum: The last answer that you just gave kind of leads into my question, one of my two questions, is where do you see yourself in 5 years?

Mr. Cieslak: So, in 5 years I would like to see myself working as a Ludlow Police Officer, possibly in 5 years advancing to become a Sargent, something along those lines. I don't want to stay as a regular patrol officer, I always want to move up in my career. So that's kind of where I see myself in 5 years, applying the skills that I learned to the field.

Mr. Rosenblum – Whenever I was asked that question I would say usually the person that was interviewing me is the person I want their job, sorry Chief, no. Lastly, my second question, what do you see as your weakness?

Mr. Cieslak: One of my weaknesses is I would say, I am a fast talker, I would say.

Mrs. Fernandes: A fast what?

Mr. Cieslak: A fast talker, I tend to talk fast.

Mr. Rosenblum: She didn't even understand what you said.

Mr. Cieslak: I don't know if it is the whole Polish language that messes me up but tend to talk fast. I've been told I do at least.

Mrs. Fernandes: You would be great in New York then.

Mr. Cieslak: Yeah, I guess so or Poland.

Mr. Rosenblum: Thank you.

Mr. Debarge: Mr. Goncalves.

Mr. Goncalves: Thank you for choosing Ludlow. A lot of what I was going to ask you about has been taken care of. So, you did the one year of ROTC. Could you have done more if you wanted?

Mr. Cieslak: I could have, yes.

Mr. Goncalves: And what prompted you to just do that one year and leave it alone?

Mr. Cieslak: So, if I would have completed all 4 years I would have been commissioned into the Army as a Lieutenant, a Second-Class Lieutenant and that would cause me to be stationed somewhere else and I wanted to stay local and become a Police Officer. That was my main goal all along ever since I was little kid I have wanted it. So, I just completed that one year and yeah so I just figured it.

Mr. Goncalves: So, thinking of being a Police Officer why didn't you maybe go into security or something right away versus doing some of the BMW work and things like that?

Mr. Cieslak: Well I had to wait until I was 21, I just turned 21 recently and I got the first security job, now I am a bouncer at Nathan Bill's. I was looking for other jobs but most of them require that you be 21.

Mr. Goncalves: And your fluent in Polish?

Mr. Cieslak: Yes

Mr. Goncalves: That's it for me, thank you.

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Mr. Debarge: How do you pronounce your last name?

Mr. Cieslak: The Polish way or English way?

Mr. Debarge: However, you would like.

Mr. Cieslak: Cieslak

Mr. Debarge: Ok Mr. Cieslak you have been through all our schools, college so you have seen cliques, people, groups, different kinds of factions of people. There may have been groups that you wanted to be a part of, maybe groups you didn't want to be a part of things like that. If you see this in a work place, a work place that you are in, let's say it's a group that you want to be a part of and you are not accepted into that group, but you have to be there every day. How would you deal with that?

Mr. Cieslak: Well I would talk to them and I would explain myself you know. If I wanted to be a part of this group, I would simply tell them, you know I want to be a part of this group. I would explain to them why I wanted to be and if I have to be there every day and I am not a part of it. I think talking to them would be the best solution.

Mr. Debarge: Ok the second question I have for you is about stress. I don't know much about your background other than what I read but I do know about the job that you want to go into. Even on a slow day which the cops say there is not many slow days, it is a stressful job. Inside the Police Department, outside the Police Department, anywhere you go it is a stressful job. So most importantly you have to have a de-stresser. You have to have something that allows you to keep the job where it is so that when you go home you don't take it with you. Do you have something that allows you to destress so that you can just kind of let it go, leave it there? If is something personal to you, you don't have to say it, you can just kind of say yes, I do, work around it but if you do have something I would like to know what that is?

Mr. Cieslak: Going to the gym that what I like doing. I have been going to the gym since I was probably 14 years old. That kind of grew to relieve my stress in the gym, work out, lift weights, run. That's my way of getting rid of stress.

Mr. Debarge: That's one of the best kinds.

Mr. Cieslak: Yeah, I love it. It is a passion of mine.

Mr. Debarge: Thank you very much.

Mr. Goncalves: Just real quick, what happened with MGM, I'm sorry I had it written elsewhere.

Mr. Cieslak: MGM, so I applied to work there and this was over the summer and I believe I was going to go to school part time and actually I wanted to go to school full time and the whole process of getting hired there took about a month and I didn't know when I would be working. So, when I went there to start my first day they told me I would be working 3rd shift, full time and doing that I would not be able to go to school. So, I told them if I could go down to part time I would appreciate that, and they told me they couldn't do it. I emailed one of the bosses back and forth, saying I could not work a full time, 3rd shift schedule with going to school so they said I had to resign from there.

Mr. Goncalves: Good choice.

Mr. Cieslak: So, MGM didn't work out.

Mr. Goncalves: Good, thank you.

Chairman Debarge: One second, ok Chief

Chief Madera: Ok what I do, I do a summation of all the information that has been put together from background checks, to the oral board review that you went through and the physical PT test that you also completed. So, mine is a quick summation and I have a couple of issues that I want to ask you about only because of information that you just kind of brought before the Board. From what I understand you are currently enrolled in a Bachelorette degree at Westfield State University, it was going to be CJ but now it is Business Management.

Mr. Cieslak: Correct. Yes, after my first year I dropped the CJ and picked up Business.

Chief Madera: Ok, ok. And you are a graduate from Ludlow High School.

Mr. Cieslak: Yes

Chief Madera: And the MGM security position you declined because of scheduling?

Mr. Cieslak: Yes

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Chief Madera: And you were at BMW West Springfield, Valet Park America in Springfield, GPI Indian Orchard.....and Big Y. What I find within all of that was that it was a consisting reporting that they found Mr. Cieslak a good employee, got along with customers and coworkers alike, no discipline issues, good work ethic, exemplary employee and obviously eligible for rehire was one of the things that popped out. And I think there was a couple of incidences where they may have been some scheduling issues that you may have missed out on reporting for duty. Basically, you missed coming to work once and that was due to a scheduling issue and then calling in just before beginning of shift and being able to make your shift and not getting a replacement. Those were the only concerns that were seen from some of that background information that was provided. Now I noticed with the resume you just indicated you recently applied to the Mass Police Council Reserve Academy.

Mr. Cieslak: Yes

Chief Madera: Ok have you started that already?

Mr. Cieslak: I did not, I submitted my application, but it bounced back because they didn't have any more room.

Chief Madera: Ok so is that your first venture into acquiring police experience?

Mr. Cieslak: Yes

Chief Madera: Ok and driver history, you have an active driver's license and you have one traffic violation and that was not responsible and one vehicle accident. Nothing out of the ordinary there. Mr. Cieslak is bilingual which I can understand his reasoning for the fast speech and talking because most bilingual individuals think in their primary language and English is the second. So, you are constantly translating thinking in your primary language to the language that you are speaking so it comes out really quick.

Mrs. Fernandes: There you go, now I have an explanation.

Mr. Rosenblum: You should slow it down.

Chief Madera: No, no it's you have to catch yourself, so it doesn't come out in your primary language so you're constantly having to translate in your brain. Very difficult and obviously you have good control of it so. But the fact is that you know overall really good responses from all of the background checks. I think the issue is that I saw here is working your way towards that police experience and obviously you started that, and you are making some good choices and no concerns there. So, what I also want to share with you, if you were to be appointed by this Board there is some requirements that will have to be met. First I would like make sure you advised under Chapter 41 Section 101a, Police Officers and Firefighters and this is in reference to tabacco smoking subsequent to January 1, 1988 no person who smokes any tabacco products shall be eligible for appointment as a Police Officer or Firefighter in a city or town and no person sole appointed after said date shall continue such office or position if said person smokes any tobaco products. Do you understand that?

Mr. Cieslak: Yes

Chief Madera: Ok no smoking. Student officer's salary is $964.63 per week. There is an academy start date of February 24, 2020 in Boylston, MA which is about 45 minutes from Ludlow. You would have to travel there every day back and forth for to go to the 20-week academy training.

Mr. Cieslak: Is that in near Boston?

Chief Madera: No, no it is closer to here just in central Mass, it is just on the outskirts of Ware. It is not that far. Now on conditional appointment you will have to pass a PAT physical agility test, approved psychological exam State approved psychological exam, complete the 20-week MPTC Police Academy and all its requirements. Then complete a 12-week field training program with the Ludlow Police Department and finish a one-year probationary period. The assignment more than likely will be on a 12 – 8 a.m. shift assignment based on seniority after completion of the field training program. Anything that I mentioned here, stated here do you have any concerns or questions concerning that at all?

Mr. Cieslak: No

Chief Madera: Ok. Alright thank you very much. Now I will turn you over to Mr. Debarge.

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Mr. Debarge: Ok Mr. Cieslak please closing statement if you wish.

Mr. Cieslak: I just want to thank you all for being here tonight, giving me the opportunity to get this interview and I hope you all have a good rest of your night.

Mr. Debarge: Thank you very much.

Mr. Cieslak: Very nice meeting you all.

Mrs. Fernandes: Very impressive resume'.

6:20 p.m. – Oguzhan Karaaslan

Chief Madera: Are you going to introduce yourself to the Board.

Mr. Debarge: Hi, nice to meet you.

Mr. Goncalves: Nice to meet you.

Mrs. Fernandes: Nice haircut.

Mr. Rosenblum: Nice to meet you

Mr. Debarge: Mr. Karaaslan, did I say that right?

Mr. Karaaslan: Yes

Mr. Debarge: Ok great welcome and congratulations making in for interviews for the Ludlow Police Department. We have a simple procedure for tonight. We will start off with an opening statement from you, your name, where you are from, an opening statement whatever you would like to say from there. We will go into questions from the Selectmen. Each member of our Board will ask however many questions they have not a whole laundry list of them. The Chief has some information for you and you will then be able to make a closing statement and then we will be done. So your name, where you are from and an opening statement if you wish.

Mr. Karaaslan: First and foremost, I would like to say thank you for this opportunity to sit in front of you all, it is definitely an honor. It means a lot to me, not only me but my family as well. My name if Oguzhan Karaaslan, I am a graduate out of Western New England University. I have been, that is where I attained my 4-year degree bachelorette in Criminal Justice. I was fortunate enough to meet such an incredible individual in being Lieutenant Valadas, he is a professor over there and helped kick start my career in law enforcement with helping me get into Special Policing over here. That experience has been nothing but superb. Being the new face in the beginning I was very nervous, I didn't know how they were going to except me or how they were going to take me but I just want to say thank you Chief and Lieutenant and to Sargent's and the officers as well as the dispatch they have been nothing but welcoming and welcomed me with open arms and made that process so simple and they were very helpful in getting me the experience and knowledge. I tend to live my life by three ideologies which is respect you know in my household respect was the biggest thing, you were always to respect your elders even if they were wrong you were never to talk back to them, they were always right. With that being said; diversity, you should always respect diversity I think in a working environment diversity is always good as well as in this country; weather it be someone's sexual orientation, their financial status or religion I always respect that. I would never turn someone down because of that. Second, I am huge on family as well as friends. My family have been taking care of me for 22 years now, but I am going on 23 at the end of this month you know and the best thing I could repay my parents is to take care of them now so that's my biggest, I just think that is an obligation and my do diligence to help them back.

Mrs. Fernandes - ..... My stepson

Mr. Karaaslan: I mean that's the least I can do. You know my father when I was younger, I never really got to really see my father, at 6:30 – 7:30 I would go to school he would be sleeping and by the time I would go to sleep at night he would just be coming home. So, you know I just look at his face, he is exhausted, and I look at his hands and he has burn marks, callouses and I look mine and their just like fresh so you know. The best thing I can do now is help my family out and so that's my goal at this moment. And lastly is my faith in God and I just pray that every day to point me in the right direction and you know it's nothing but so that's me. was there a second part to the question, sorry I am a little nervous.

Mr. Debarge: No, it's just an opening statement

Mr. Karaaslan: Ok yeah so that's me.

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Mr. Debarge: Okay

Mr. Karaaslan: Sorry I'm nervous.

Mr. Debarge: No, no worries that's your opening statement so you say as you wish and don't worry about it just relax. (all talking over each other)

Mr. Karaaslan: Yeah this is much calmer than I thought it was.

Mr. Debarge: We have all done interviews one time in our lives and believe me when I tell you, relax.

Mr. Karasslan: Thank you, I appreciate this.

Mr. Debarge: It's not a big thing, it is to you, it is to you, I understand but just relax we are very easy going.

Mrs. Fernandes: We just want to learn a little bit about you because we have to make a decision and the more we know about you personally the easier to make that decision.

Mr. Debarge: And I am going to actually have Mr. Goncalves start.

Mr. Goncalves: My pleasure. Thank you for applying. Umm I notice you are on the Special Police in Town, for how long?

Mr. Karaaslan: Sure, I have been on for four months now after graduating.

Mr. Goncalves: You are enjoying that?

Mr. Karaaslan: Couldn't wish for more. It's been, like I said, everybody in the department has been welcoming.

Mr. Goncalves: You make a good pizza I understand?

Mr. Karaaslan: Oh yeah.

Mrs. Fernandes: Is that the condition to hiring?

Mr. Goncalves: Umm GPA was really high, how come you didn't stay in school? You are probably one of brightest candidates we have.

Mr. Karaaslan: Yeah, like I said I didn't mention my sister, but it was always like a battle between her and I. And I am not going to lie in middle school and high school I was a very different, I didn't really take it as seriously. It was more like the video games and stuff like that. But as I got mature and older I realized that education is very important so when I got into college umm I really pushed on school. I intend to go back once I get a job so and get my master's and eventually get my Master's yes.

Mr. Goncalves: So, I am going to guess that within the Police Department you are not going to be satisfied as a patrolman you are going to be looking for more.

Mr. Karaaslan: No, no right now since it's new to me you know some of the officers say to me, oh you should be a firefighter and all that but..... I would love to be a patrolman or a law enforcement officer in the Town of Ludlow.

Mr. Goncalves: And I just read everything there's really not, not a whole lot there that I would question on this application and Denise your neighbor is a fantastic woman and she had nothing but good things to say about you because if she didn't like something, she'd let you know.

Mr. Karaaslan: Oh, you know her?

Mr. Goncalves: Yes

Mr. Karaaslan: Yes, she's great.

Mr. Goncalves: Very nice, her and Steve are very nice people so umm that's good. Thank you for applying.

Mr. Karaaslan: Thank you.

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Mr. Debarge: Mr. Rosenblum

Mr. Rosenblum: Thank you and congratulations for making it this far. (Umm) two questions because it always seems I come in on a piggyback onto it but ugh this one comes up all the time. Umm Mr. Goncalves basically said it also but where do you see yourself in five years?

Mr. Karaaslan: Um, I would, five years, I am 22 now I don't know if I would want a family, I would love to have a family eventually, I just want to be the best version of myself. I would love to start a family of course, um hopefully I will be a Police, I will still be a Police Officer or if I get this opportunity you guys pick me, I would love to be a Police Officer in the Town of Ludlow. Like I said I am very nonchalant, I love to travel. I hope I can still keep traveling and stuff like that.

Mr. Goncalves: .....

Mr. Karaaslan: Yeah so, I am just a family person, I am. So that's what in five years I would like to do start a family.

Mrs. Fernandes: In Ludlow, I hope?

Mr. Karaaslan: Yes ma'am

Mrs. Fernandes: Good Answer.

Mr. Karaaslan: I don't want to go far from family, I want to stay close.

Mr. Rosenblum: And what do you see as your weakness?

Mr. Karaaslan: Um, I hope what I am going to say doesn't push you guys back or like take it out of context. I tend to when I meet new people, I am shy, I am nervous, however, I am not timid. In the short amount of time, for the four months, but short amount of time that I have worked I have been involved in four arrests and you know the officers afterwards came and they like they thanked me for not being very timid. You know I played a role in those kinds of arrests. I just tend to be reserved, I guess you could say at points. But if I could say what's my biggest weakness, I don't like to say no to people I guess. For example, sometimes my father is short staffed or shorthanded, he will call me and weather I was studying, I was with friends, I was with family you know I can't say no to my father or anyone in that manner to go help them out even though he said you know if I was studying to never ever come help but it's just not in me to say no to my father sometimes. So, I guess saying no is definitely a weakness for my, for me at least.

Mr. Rosenblum: Alright, perfect. Thank you.

Mrs. Fernandes: Me next?

Mr. Debarge: Mrs. Fernandes, yes please.

Mrs. Fernandes: Um can you share an event or an experience in your life that had such an impact that you think will somehow affect your job in were to be hired as a Ludlow Police Officer?

Mr. Karaalsan: Um, the specials being a Specials definitely had impacted me being a to be a Police Officer just reassured that this is what I really wanted to do.

Mrs. Fernandes: Is there like an experience a specific experience during that four months there that.

Mr. Karaaslan: To be honest I think you know that being involved with like the community stuff like I worked the rag shag the other day and you know seeing the community come together, officers there as well it was just a great environment. You know the little kids running around in their costumes, seeing that was very enjoyable for me so that's like the type of stuff because I understand there are many concepts to be a Police Officer. You know you can help people, sometimes you know you are a therapist to people um so stuff like that is very impactful to me. You know so just the small stuff is more to me than like the bigger stuff so that was definitely an impact because I would like to one day have a family and like be able to come to events like that and weather I am working or not I think it would be good for them.

Mrs. Fernandes: Good and um if you were to be hired and you had a stop a friend or family or a neighbor um that had committed a crime, it could be a speeding ticket, I mean a speeding infraction, it

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could be um a DUI um how would you approach that knowing it is a friend or a family member or neighbor?

Mr. Karaaslan: Um you know at the end of the day you have to be professional. Being in the Town of Ludlow I do know, I tend to know most of the people my age, a little bit older, a little bit younger. Um, it is tough I understand that but at the end of the day it's a job, it's a job that I want to secure. At the end of the day it's either me or you so I think you have to be professional with stuff like that, so I just do what I would have to do.

Mrs. Fernandes: Okay and my last question um a little bit different then my first question, how has your work experience, your education, your life experience, um how do you think that is going to benefit you in if you were to become a Ludlow Police Officer?

Mr. Karaaslan: Like I said I think like being diverse or like open minded is very, I think is important in being a Police Officer. Community policing, I think is very good as well. Um that was a good question, it kind of stumped me a little um.

Mrs. Fernandes: It's okay you don't have to add more if that's your....

Mr. Karaaslan: Sorry I can't think about that right now.

Mrs. Fernandes: That's okay. That's all I have.

Mr. Karaaslan: Oh, I'm sorry

Mrs. Fernandes: Unless you want to add more experiences.

Mr. Karaaslan: Um yeah if it comes up, I definitely will.

Mr. Debarge: Okay, Mr. Karraslan um in looking at your work history.

Mr. Karaaslan: Not much, I know.

Mr. Debarge: No, no, no but you have been to college.

Mr. Karaaslan: Well the reason why I didn't really go onto take other jobs is because like I said sometimes my father is short staffed and I'd rather help him instead of working somewhere else.

Mr. Debarge: No, no, no you will know why I am saying this when I ask you my question. Um you are aware of um cliques of people, yeah? Groups?

Mr. Karaaslan: Yes

Mr. Debarge: Groups of people like um well the way I explain them um factions of people sometimes people don't let other people into those groups. So, let's say in a work place, in your work place, there are those cliques and you're not allowed into those cliques, how would you react to that?

Mr. Karaaslan: Yeah, um it's definitely set, I think it would be hard, um it would be uncomfortable, it definitely would be tough. You know you don't want, especially in policing I have realized it is a team um job. You know you want to, eventually the person working with in policing that person evidently might be the one saving your life so hopefully there is some way that we can connect. I would at least like to connect with them because I would like to have a good relationship with them. Um eventually if there is some way we can relate, I would hope to you know do that instead of just pushing myself away from them. Um eventually there isn't much that you can do if they're not really trying to accept you besides be positive and just do what you have to do. But I never really experienced that because the LPD is very professional, just they have been, like I said very welcoming, so I would love to be one of those people to help in the future at least be one of those people to help the community. So, yeah.

Mr. Debarge: That's a great answer.

Mr. Karaaslan: Sorry.

Mr. Debarge: That's a great answer nothing to be, nothing to apologize for. Um my next question is about stress. Policing is obviously stressful, um you have seen some kind of it.

Mr. Karaaslan: Yeah.

Mr. Debarge: Um, on your short time on reserves. Full time you will see much, much more. Um you were asked about that in your interview with the officers and the um the supervisors um matter of fact

there are some notes here about that that said you actually had a good answer to the stressful situation that they gave you. I don't know what that is, I actually tried to get that but um, so you had a good answer to that. What I want to talk about a little bit is de-escalation of stress because it is very important thing in that job that you, when your shift is over, there's a lot of sayings, you take your uniform off, put it in your locker, you put the day in your locker with your uniform and you go home. Some where their uniform home, whatever. There's a whole lot of sayings about that, the key think is you got to have a de-escalator of stress so that you don't bring that home with you. Um, do you have that and if you do what is that? If it is personal, I want you to keep that for you just you know work around it.

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Mr. Karaaslan: Yeah, sometimes you know you can't always keep stuff in the Police Department, I think it's best if you um like whether you see someone passed away stuff like that. I think it's best if you talk it out with whether it be Chief, Lieutenant someone or your parents I think that talking it out definitely is instead of holding it in is definitely a good thing. Whether it is a therapist or whomever it maybe I think talking it out is better than holding it in. So, I think that sort of de-escalation is where I would tend to go instead of just holding stuff in. I know some stuff is confidential and you shouldn't talk about but you know um and if that may so be I think the people you will have to look at tend to talk to your officers or your fellow Chief or Lieutenant about stuff like that but I think talking it out is the way to de-escalate whatever is bothering you. I think that is the way I would go.

Mr. Debarge: Alright, you just got to make sure you have something outside the job is what I am trying to say.

Mr. Karaaslan: Yeah.

Mr. Debarge: Yeah, so you have that.

Mr. Karaaslan: Yeah, yeah.

Mr. Debarge: I was hoping you would say that.

Mr. Karaaslan: Yeah.

Mr. Debarge: Okay.

Mrs. Fernandes: He's been there, done that so he has a lot of insider.

Mr. Debarge: Yeah so, I didn't have anything to ask from your background either. So, Chief he is all yours.

Chief Madera: Ok, Mr. Karaaslan I basically go over the background information and it's put together from background, ...reviews, physically agility tests, stuff like that and history that's brought back. You have a BA in Criminal Justice from Western New England University, high school diploma at Ludlow High School, Mass Police Academy in 2019, Western Mass Reserve Police Academy and I do remember one of the first events that Oguzhan worked with the Special Police happened to be the um Celebrate Ludlow and one of things I noticed was that there was probably more people that knew him then knew me. So, it was pretty interesting, and it appeared that it was mostly family. So, you could see that interaction happening. So, I can attest to that. Um one of the things that did come back and Police Officers are pretty blunt about how they share their information about a fellow officer, particularly somebody who is just starting out recruiting, particularly Special Police Officers because you know they're subjected to a field training program now just as a regular officer is so. The Special Police spend approximately um 8-10 weeks writing with FTO's, our certified training officer's and going through all the requirements that the Police Department puts regular officers through, so you will notice that on some of the reports that you have concerning the FTO's. And one of things is his willingness to learn, accepts feedback and sometimes it's critical you know, and you have to be able to do that in our position.

Mr. Debarge: Sure

Chief Madera: Because sometimes it only helps you improve what you are doing and maybe do a better job at it. Um one of the things that popped out was the exemplary situational awareness and everybody should have situational awareness but as Police Officers that is part of our, I would call it our ninth sense, it is just something that you have to have all the time. You just can't turn it off, it has to be on and he is getting that awareness and that is documented here and they kind of bring it out. Excellent interaction with the community and um found that a lot of his ratings from the FTO's were acceptable to

superiors so and obviously there was some room for improvements here or there but all of us have room for improvement. That's why we train all time. So, I found that those reports were very telling of Mr. Karaaslan's.... it shows that he is taking the position seriously and he's putting full effort into it. And it was um working at one place for that period of time from 2012 to present, obviously when you were old enough to go work you have been there, at Liberty Pizza. So, reliable, never had any problems again it comes back with good with people. So, I think we have seen that in the way he communicates with the Board. Um drivers license is active, no traffic violations, no accidents, no type of history what so ever. Um a really good background report that came across, no comments further on that. Mr. Karaaslan, I have to share this with you, I share this with everybody whose come in here and these are the requirements that you need to know about. Um, in accordance with provisions of Chapter 41, section 101a, Police Officers or Firefights you have to be advised that concerning tobacco and smoking. Subsequent to January 1, 1988 no person who smokes any tobacco products shall be eligible for appointment as a Police Officer or a Firefighter in a city or town and no person so appointed after that said date shall continue in such office or position, if said person thereafter smokes any tobacco products. You understand, no smoking.

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Mr. Karaaslan: Yes

Mr. Debarge: You got to quit.

Mr. Karaaslan: Oh no, never, never. Not never quit but never have.

Chief Madera: A student officer salary is $964.62 a week and the Academy start date is February 24, 2020 in Boylston, MA. It's about 45 minutes from Ludlow. You would have to drive there everyday back and forth for approximately 20 weeks. Um, it's a 20-week program. If you were to be selected and receive a conditional appointment, you would have to complete 1 -pass the PAT's physical agility test, you would have to pass a state approved psychological exam, complete 20 weeks of the MTCP Police Academy. Upon that, complete the LPD 12-week field training program for a Police Officer, full time Police Officer and complete a one-year probationary period upon completion of that. More than likely your assignment would be on patrols 12 midnight to 8 a.m. based on seniority at the conclusion of the field training program. Is there anything in here that you have any questions about or any doubts about or anything like that?

Mr. Karaaslan: No sir.

Chief Madera: Okay. Very good. Mr. Debarge.

Mr. Debarge: Okay your closing statement please.

Mr. Karaaslan: I just want to say thank you for this opportunity, it definitely means a lot, more importantly to my father. Like I said, he himself was a Police Officer and my sister, she is a Pharmacist and at when she became a Pharmacist he was all enthusiastic you know and that I think in my opinion Pharmacy is probably the best job in America but once he saw me in uniform you know, his smile came from ear to ear and when Festa came around you know, even though I knew he was exhausted, he would park his car and he would hunt me down. He would track me down to see where I was located and he would pull out his phone and just face time my mother and say, flip his phone because he is not technologically advanced he doesn't know how to switch the screen yet and um he would like you know here is your son, you know look at him, he's grown a lot. So, um this is what I really, that really just assured me that this is really what I want to do. So, I just want to say thank you again for this opportunity, you guys made it easier than I thought it would be. So, thank you.

Talking over each other.

Mr. Debarge: Thank you very much.

Mr. Karaaslan: Thank you.

Mr. Goncalves: Good luck to you.

Mr. Karaaslan: Thank you.

Mr. Debarge: Take care now.

Mr. Karaaslan: Thank you.

Mrs. Fernandes: Nice meeting you.

Mr. Karaaslan: Thank you ma'am, nice meeting you too.

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Mr. Rosenblum: Nice meeting you as well.

Mr. Karaaslan: Thank you. Chief, thank you.

Chief Madera: Good job.

Mr. Karaaslan: Lieutant...

6:40 p.m. Matthew Corbin:

Chief Madera: Mr. Corbin

Mr. Corbin: Chief

Chief Madera: Thank you for being here. So, you are going to introduce you to the Board.

Mr. Corbin: Hello, I'm Matt.

Mrs. Fernandes: Nice to meet you.

Mr. Roseblum: Bill

Mr. Corbin: Nice to meet you.

Mr. Debarge: Hello, how are you?

Mr. Corbin: Good, how are you?

Mr. Goncalves: How are ya?

Mr. Debarge: Ok Mr. Corbin um welcome and congratulations on making it into the room for an interview for the Ludlow Police Department. What we are going to do is um we will have you um state your full name and then make an opening statement. Um, after that the Board will get into each member asking a few questions. After that the Chief has his normal spiel and then um you will be given time to make a closing statement and then we will be finished. So, without further adieu go ahead and state your full name, where you are from and whatever you would like to say for an opening statement. The floor is yours.

Mr. Corbin: Yes sir, so my name is Matthew Tyler Corbin, I am a resident of Ludlow. I have always wanted to be a part of this community, I have grown up in this community for my entire life, I graduated from Ludlow High School and as I have grown older and I have experienced things as in my profession as of now which is at the jail, I have come to a conclusion where I want to be a part of this community to serve and protect and I think this would be the best way to do it and I hope you guys would take me on your Police Department.

Mr. Debarge: Okay, thank you for that. Let's um start our very relaxed questioning off with Mr. Rosenblum. How about that?

Mr. Rosenblum: So, I didn't have the lead in.

Mr. Debarge: So, you don't have to piggyback anyone anymore.

Mr. Rosenblum: Yeah that's, so thank you.

Mr. Debarge: All yours.

Mr. Rosenblum: Again, congratulations for making it this far. Um two questions, pretty simple, um obviously you know you want to be a Police Officer, but where do you see yourself in five years?

Mr. Corbin: Five years, I would see myself in the department, if I get accepted here and I would hopefully be moving my way along in the ranks of the Ludlow Police Department, whether it's in a gang taskforce, any kind of task force just being involved in helping protect this community, and if not, if I don't get accepted to the Police Department, I hope to extend my career in the jail and grow up from there. Maybe become Corporal in five years and then 10 be Sergeant.

Mr. Rosenblum: What as you see as your weakness?

Mr. Corbin: I would say I care too much sometimes. Like I mean, I put myself out there, I give people the benefit of the doubt to mostly everyone. I don't believe in judging a book by it's cover, I believe in

becoming, like building a rapport with everyone before judging them because I don't like to have people judge me, I like having respect with certain people. So, sometimes caring because people take advantage of that sometimes.

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Mr. Rosenblum: Thank you.

Mr. Debarge: Mr. Goncalves.

Mr. Goncalves: Hi, welcome and thank you for applying. Um, you started touching on it, why Ludlow Police versus the jail where you already got a couple of years there and your on the way.

Mr. Corbin: Well um working in the jail I have experienced a lot of things stressful. I have just seen more of the people that Ludlow has brought in and I realized that being out there and helping this community and protecting them outside of the jail is more of what I would like to do rather then being inside. Being inside is more of helping them with their progressions to coming back into society and helping them with come off of drugs or helping them rehabilitate on their decision making and becoming more helpful to society than hurtful and I would rather at that front lines of protecting the people that I live and work in the town of.

Mr. Goncalves: Help them out before they get there.

Mr. Corbin: Exactly.

Mr. Goncalves: As oppose to a CO, you are Special Ops Unit, what is the difference is that a..... on something different?

Mr. Corbin: No, it's like so in the jail we have rotations, we have towers, special operations and CCR. CCR is the main control unit of the jail, where they have all the cameras and they can open all the doors. It is very, the main area. Special Ops is the people who respond to fights, people not wanting to lock in their cells, taking ROU's which the ROU's are people who come off the streets, let's say Ludlow is holding someone and they don't want to hold them over the weekend in their holding cells, they bring them to us. We book them in the jail and then on Monday morning we will take them to court. So instead of having the Police do that, we kind of take that responsibility and that load off their shoulders and help them with that.

Mr. Goncalves: So that's Special Ops?

Mr. Corbin: Yeah, that's Special Ops.

Mr. Goncalves: As opposed to the guard that's just walking around and monitoring.

Mr. Corbin: Yes.

Mr. Goncalves: So, you were chosen for that, for a particular reason?

Mr. Corbin: Um, no that was one of my rotations. So, my rotation right now is Special Ops and it's my second year of being in there, so I have been enjoying it so far.

Mr. Goncalves: Good attendance and the schooling is there so I am good, thank you.

Mr. Debarge: Mrs. Fernandes.

Mrs. Fernandes: So, Mr. Corbin can you share an event in your life, whether it's personal life, your work life that you think will have an impact on you as a Police Officer? It could be anything.

Mr. Corbin: So, um I have had, I've been at the jail for two years and I have had inmates come and go. I have seen certain inmates come in the jail that I have built a rapport with, whether they come in multiple times or they have been there a long time and the big thing that I enjoy is, that has change my perspective on being a Police Officer and kind of coming to a calm head and helping people is hearing their stories about when they get out. I want people to do better when they get out of the jail. So, I want to help protect those people who are trying to do better, outside, before they make that bad mistake. I just want to be that one step closer before they make the mistake and come to the jail. I want to help before that. That's what I am hoping to do.

Mrs. Fernandes: Ok and if you had a friend or let's say if you were to be appointed as a Police Officer and you saw a friend or family member or I think this question was asked of you, or a superior, committing a crime, how would you approach that?

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Mr. Corbin: They were committing the crime?

Mrs. Fernandes: Mmm-hmm.

Mr. Corbin: You would have to....

Mrs. Fernandes: And it could be a speeding ticket, a DUI,

Mr. Corbin: A speeding ticket, anything...you would have to take them in no matter who it is to be honest. Even if it was my mother...

Mrs. Fernandes: Oh, geez another one.

Mr. Corbin: She would probably critique me as I was arresting her to be honest with you and then talk about it at the family dinner. That would be my mother.

Mr. Goncalves: Wow.

Chief Madera: That's the bravest answer I have ever heard.

Mr. Rosenblum: We are on air you know.

Mr. Corbin: She's probably laughing.

Mrs. Fernandes: She's probably watching.

Talking over each other

Mrs. Fernandes: Thanksgiving is just around the corner.

Mr. Corbin: I got my girlfriend's house hopefully.

Mrs. Fernandes: Ooh a double whack. And um my other question is how do you think your personal, work and educational experience will affect your job as a Police Officer?

Mr. Corbin: I think that the academy I went through and the people that I deal with on a regular basis at the jail have made me realize that taking a step back before dealing with any kind of situation, whether It is stressful or relaxed or anything. In taking that step back and then evaluating what is going on and then going into it, I think that's something that has come in my career, my education and that is what would make me a better Police officer, my judgement of how to be able to calm myself down and go into this thing smarter and more....reasonable.

Mrs. Fernandes: Stop your mom, take a step back, approach the situation...

Mr. Corbin: Exactly.

Mrs. Fernandes: Um, that's all I have.

Mr. Debarge: Okay, Mr. Corbin. Um, I guess I will go through my questions first. So, um working in the jail you have definitely seen this. So, you have had a little bit of college, so you have seen, you have been around ok. So, you are familiar with cliques in the workplace I would assume. You got um CO's, groups like that buddies working, cliquing around, blah, blah.

Mr. Corbin: I hang around with like....

Mr. Debarge: Ok so, um let's say there's a group in the jail you want to be part of, but they won't let you in, they're too close um but you want to be a part of them, how would you deal with that?

Mr. Corbin: I try to put myself out there and let them know that I am the person who I am, I am not trying to change for anybody. Mostly, I am trying to be who I am and my moral, I am not going to change myself particularly to a group of people whether because at the end of the day it's how you feel about yourself and if changing yourself, if you have to for that group of people, I just don't see that it's a good thing because who would want to be a part of people who don't want to have other people come into their lives no matter how close you are. At the jail I never hold anybody any.....new guys come in all the time and I try to be friendly with everyone. Try to accept them because they're learning the job just as I am because I learn the job new every day. It's a new learning experience.

Mr. Debarge: Okay second question, um, I am going to ask a couple about this part, about stress, which you know a little bit about working where you work.

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Mr. Corbin: Yes.

Mr. Debarge: I'm sure you know the job you are trying to get into has a little bit of that too. Um, you had an interview with, my eyes are bad, I have to change glasses,

Mr. Corbin: No problem.

Mr. Debarge: Um, you had an interview with members of the Police Department and supervisors that asked you a series of questions, which we have some notes from. Um, I am interested, it asked you about stressful situations so alright um, I am mostly concerned with de-escalation of stress. So, they were very impressed by your answer about "stressful" situations and handling stressful situations. So, in talking about de-escalation of stress, when you have and all out fight at the jail, everybody has got to go, either a block or the whole thing is going down, or something here, on the job here you got to go home, shifts over even if you had to stay late whatever your amped up but you still got to go home. Can't bring that with you. Do you have something that you can kind of Whoosah, let that out and de-escalate your stress and not bring that home with you? If it is personal you don't have to let that out, keep that with you that's fine, um.

Mr. Corbin: So, for me personally I like to, when I leave the jail, before I even clock out, I take my uniform off and I put it in my locker, keep it neat and tucked away. I like to leave everything at the jail before I go home because I don't want to bring that on any of the loved ones that I have because they don't need my stress. Me having my stress is good enough. I usually indulge myself in doing sports, like golf I will hit golf balls, I will go play soccer, I like to work out, little things like that. I believe in, in taking away your stress it is more of the little things in your life that give you enjoyment, which is how I usually deal with my stress. Like I don't usually bring like work stories home to my girlfriend because I don't want to stress her out about me going to work every day or my mom worrying about me going to work every day. I would rather deal with that on my own and have my own little Whoosah like you said and just relaxing. At the end of the day it's all about mental health for all of us.

Mr. Debarge: Very good. Okay.

Mrs. Fernandes: She going to worried if you hired now though...

Mr. Corbin: She knows I would.

Mr. Debarge: Ok, umm Chief.

Chief Madera: Mr. Corbin my part here is I kind of put together a review, the summary from your background, your oral board review, your physical agility test and some of the feedback that comes back. Um, ok you have approximately 60-something hours of college credit, still going to school, that's something that's continuing for you.

Mr. Corbin: Yes, December I am going to finish my Associates Degree and then after that I am deciding which school to apply for after that.

Chief Madera: Ok, very good. Um, graduated from Ludlow High School and also graduated from the Correctional Police, um Correctional Officer's Academy and that is a 10-week program?

Mr. Corbin: Yes sir, it was 9 weeks.

Chief Madera: Nine-week program, okay. In reviewing some of the reviews from your reviews from Hampden County House of Correction what came back was pretty much consistent, consistently across the board exemplary record, superior and satisfactory marks, works hard, takes ownership of assignments, needs little supervision and adapts quickly. And understanding it's a difficult role and only being in it for two years it seems like you have adapted very well to that role as a Correction's Officer. Your previous position from 2014 to 2017 was at Allied Testing Laboratories in Springfield and one of the things that stood out was that they hated to lose you, they didn't want you to leave. Obviously, they thought you would be there but again it kind of talks about who you are, easy going, good natured, and had an exemplary you know always on time to work and I think that was echoed also by your previous employer to that was the Villa Rose and that was Mr. Tavares. Basically, he had a lot of good stuff to say about your performance and who you are and one of the things that really popped out to me, was very polite and I think that shows how you feel and dealing with others around you. Um, there was some driver history, you had for a short period of time four traffic violations, three speeding tickets, couple of warnings and one of them was not responsible in a stop sign violation. Understanding enforcing traffic rules becomes part of you know who you are in this position. It's not everything we do but it is an

important part that we have to be responsible for ensuring safety out there. In regard to that what's your thought concerning that?

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Mr. Corbin: I think um Chief I have grown up from that point. I think that from being a kid to learning a lot. Most of those traffic violations are when I was a younger adult and over time I have grown up to realize that being smarter and being safer is more important than showing off or being impressive or trying to get somewhere faster. It's just more maturity that I have gained over these years from having those, from having those points.

Chief Madera: Okay, very good. Um, beyond that your development as a in the field, has mainly started since 2017 getting involved in this place and where your headed and you made some good choices there by becoming part of the Sheriff's Department. There are other opportunities that you can seek as you go forward but that's where you are right now?

Mr. Corbin: Yes sir.

Chief Madera: I have nothing further on that. Um, I do have to share with you some housekeeping information this is in concern about your responsibilities if you were to get appointed as a Police Officer by the Town. Um, I will start off advising you that under Chapter 41 section 101a, Police Officers or Firefighters and this is in regard to tobacco smoking. Subsequent to January 1, 1988 no person who smokes any tobacco products should be eligible for appointment as a Police Officer or a Firefighter in a city or town and no person so appointed after said date shall continue such office or position if such person thereafter smokes any tobacco products so there is no smoking allowed.

Mr. Corbin: Yes sir.

Chief Madera: The student officer salary is $964.63 per week and that is while attending the 20-week Police Academy. The academy start date is tentatively for February 24, 2020 in Boylston, Massachusetts, about 45 minutes away from Ludlow, traveling East and you would have to go back and forth every day to attend the academy. If you were to receive a conditional appointment you would have to pass a PAT physical agility test issued by the state, pass a state approved psychological exam, complete the 20-week MTCP Police Academy and also complete the LPD 12-week field training program. Upon completion of that program, you would have a year's probationary period. You more than likely your assignment would be to patrol Midnight to 8 a.m. at the end of the field training program based on seniority. Any questions or concerns of anything that I have shared with you?

Mr. Corbin: I don't think so. Midnight to 8 sounds fine to me.

Chief Madera: Ok, Mr. Debarge.

Mr. Debarge: Mr. Corbin please you may finish with a closing comment if you would like.

Mr. Corbin: Like I said my name is Matthew Tyler Corbin, I'm from Ludlow. I love this community and I want to be a part of that first step in protecting it and I hope that you as a Selectmen select me to be one of the candidates to go to this academy. I am driven, I am physically fit for it and I mostly want to be a part of this department. I have seen what comes into the jail and I just wanted to help protect it. So, I'd like to be a part of it. Thank you for having me here tonight. I hope you guys select me.

Mr. Debarge: Alright, appreciate it. Thank you very much.

Mr. Corbin: Thank you.

Mr. Goncalves: Thank you very much.

Mr. Debarge: Thanks man.

Mr. Corbin: Thank you.

Mrs. Rosenblum: Say hello to your mother.

Mr. Corbin: Alright I will. Thanks Chief.

Chief Madera: You're welcome.

7:00 p.m. Matthew Halastra:

Mr. Debarge: Evening, are you um, alright give us a second. Have a seat, relax.

Chief Madera: Mr. Halastra, nice to meet you.

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Mr. Halastra: Nice to meet you.

Mr. Debarge: You have been here the whole time, long wait?

Mr. Halastra: Um, not too bad sir. I have been here 15 minutes.

Mr. Debarge: Good, okay. Well it's going to be about 2 minutes more. Mr. Halastra, did I pronounce that right?

Mr. Halastra: Yes sir.

Mr. Debarge: Alright. Welcome and congratulations in making it to the interviews for the Ludlow Police Department. Um, how this goes it we will begin with um hearing from you first. You will be able to state your name, where you are from and an opening statement as long as you would like and then we will get into the Board of Selectmen, which is us asking you a series of questions. Once that is done, the Chief has um information for you. Once he completes that you will be able to make a closing statement and then we will be finished.

Mr. Halastra: Yes sir.

Mr. Debarge: So, please your full name, where you are from and an opening statement.

Mr. Halastra: My name is Matthew Halastra, I am from Ludlow, MA. I graduated from Ludlow High School in 2015. Um, my whole career path in trying to become a Police Officer all started right when I graduated high school. I went to Westfield State University. I ended up graduating with my Criminal Justice major and I also picked up a second major with Political Science with a concentration in law. Um, after my first semester I wanted to separate myself from the field, so I thought what are good ways to advance my career so I decided to join the Army National Guard as Military Police. I went to boot camp, MP school throughout my time trying to do college and MP school at the same time. As an MP I work state activations which we are branch under the State Police, so we have powers under them. At the Boston Marathon and the Fourth of July....in Boston so we work security there every year. Obviously, we are eligible to be activated at any moment. Um, I also worked at Westfield State University as Public Safety, student security. We did the patrols, we monitored people who have gotten arrested on campus, so we went to the Westfield jail to monitor students. We ensured safety of passengers of like campus, we did campus patrol of vans transporting passengers to different parts of campus as well. I actually just got a job at another public safety, now I am an officer at Boston University Medical Campus at the needle, I'm under the waiver um because I've complete, I've graduated in June from the MPTC Reserve and ..... academy which allowed me to get this job at Boston University and um depending on the status of this application, they would eventually send me through the Mass State Police Special Academy which would be sometime in the summer. So, I have been there for a month now, there I dispatch, I do patrols and the whole nine yards. I come from a Polish family, first generation. Um, so I have always been tough, hardworking, I actually worked at my father's construction company since he opened it up a few years back. So, I did end up leaving him to go work in Boston,

Mr. Debarge: Oh yeah.

Mr. Halastra: so, he is not really too happy with that but he wants, he supports my career path and what I want to do. So, I do have a lot of experience in working construction since I was able to lift up a shovel and that's basically it. That's me in a nut shell.

Mr. Debarge: Alright. Um, let's see I think everybody is ..... right? So, eeny meeny, Mrs. Fernandes.

Mrs. Fernandes: Hi.

Mr. Halastra: How are you doing ma'am.

Mrs. Fernandes: So, my questions are, can you share an event, an experience in your life, it could be a personal one, work related that has impacted you so much that you think will have an effect, either positive or negative, towards becoming a Police Officer?

Mr. Halastra: Impact on my life, well...

Mrs. Fernandes: An event, you know any event.

Mr. Halastra: I did have an ethical event that occurred to me. When I work at Westfield State as student security, I was a mandated reporter and as a mandated reporter you get to report all incidents on campus. So, one night I was getting onto the shuttle to go to the lot to pick up my car and I

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witnessed a vehicle back into a car in the parking lot and the vehicle pulled up and once again backed up into the vehicle and it parked turned its car's lights off and just stood there, nothing. So, obviously as the mandated reporter it was my duty to call that in. So, I did call that in. So, then when I went to get into my vehicle back up to the parking lot, I witnessed the Police Officers interrogating the person that hit the vehicle. Well it turns out that person was my roommate, my best friend. Um, I didn't know that was him, obviously it was from a distance but obviously my heart sank, that was something that was very like oh because I know he has the same desires as law enforcement, criminal justice is his major. Turns out he was drinking and driving on top of that, luckily nothing ended up hurting his career path whatnot. But I had to follow through with the report and as a duty as mandated reporter, I had to follow through with that. I ended up talking to him on a personal basis afterwards and he understood my situation of where I was and I had to make the decision I had to make in reporting it. Even though I initially did not know it was him but that is something that kind of affected me a little bit because I could have ruined his career in a sense and that is something that stood out to me.

Mrs. Fernandes: Good answer. Um, I guess that sort of answers my next question. If a friend or a family, well let's take the friend out, if a family member or superior was violating the law and you were the one that stopped them no realizing, how would you approach that situation?

Mr. Halastra: If a family member was like breaking the law, I would....situation very lightly. I would try to give my powers to someone else and have somebody else take care of it. There is always a radio, there is always someone else not too far away. Um, give them a call, have them take care of the situation, it's conflict of interest you know. If it's your own mother, you don't want to put your mother behind handcuffs. That's something where I don't,

Mrs. Fernandes: Good call.

Mr. Goncalves: Good answer.

Mr. Halastra: So, I would pass my powers onto somebody else and go from there ma'am.

Mrs. Fernandes: Great answer. Okay and a little different from the first questions. Um, how do you think your personal experience, your work experience, your education will contribute to your job as a Police Officer if you were to be hired.

Mr. Halastra: Um, one of the things I would consider myself good at is communicating. I believe to make a good Police Officer, communication is one of the most important things, it can de-escalate a situation, it could help someone out that really needs help and I believe communication is if you have verbal communication with someone, it could change someone's life in the long run. Obviously, it could be life or death as in dramatic situation or it could be as simple as helping somebody that needs help. So, I believe communicating, being open, understanding somebody but maintain that integrity of you know doing your job you also have to keep in mind.

Mrs. Fernandes: Thank you.

Mr. Halastra: Welcome.

Mrs. Fernandes: I'm done.

Mr. Debarge: Mr. Rosenblum.

Mr. Rosenblum: Um, again congratulations for making it this far.

Mr. Halastra: Thank you sir, thanks for having me.

Mr. Rosenblum: Oh, no problem. Um, two questions, first one is where do you see yourself in five years?

Mr. Halastra: Um, in five years, I see myself as a Police Officer, I see myself working towards becoming a supervisor maybe one day. I'm always been the type that is never happy until he gets to the top. I want to be the high ranking, I want to be in charge. That's something I thrive one, something I want to be is a leader. I thrive on leadership but obviously you have to work your way up, whether it is taking the OT or mandatory OT or helping your local officers out, it's what I'm more, I kind of embrace police work, it's the kind of career path I have been looking for so in five years I see myself progressing and becoming maybe a sergeant.

Mr. Rosenblum: Okay. What do you see as your weakness?

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Mr. Halastra: Um, my weakness, umm I tend to sometimes overthink things. Um, I am to eager sometimes, like my career path sometimes people tell me to just relax a little bit and I kind of just want to race to the finish line. I always want to be there first, that's what I would consider my weakness. Um, too eager, maybe impatient.

Mr. Rosenblum: Ok, perfect. That's all I have, thank you.

Mr. Debarge: Mr. Goncalves.

Mr. Goncalves: Thank you for considering the Town of Ludlow. I appreciate that.

Mr. Halastra: Thank you sir.

Mr. Goncalves: ....been here a long time. Um, at the National Guard you were a team leader. What is a team leader versus just another member of the National Guard, responsibility wise or...

Mr. Halastra: So, the structures of base, you have a platoon, squads and within the squads you have team leaders. So, basically the team leaders will report to the squad leaders, the squad leaders will report to the platoon leader and the platoon leaders will report to leadership as in....NCO or a Captain. Um, so the team leader is within the platoon within the squad.

Mr. Goncalves: And how many people are under your command?

Mr. Halastra: It would be two soldiers, two or one, it would all depends on the numbers too. There has been a huge decrease in soldiers as of late so obviously numbers are running low so it all depends on the staffing and how many soldiers are actually in the unit.

Mr. Goncalves: I notice you took the State Police exam in Connecticut,

Mr. Halastra: Um, yes sir.

Mr. Goncalves: or the physical and the written or just the physical?

Mr. Halastra: Um, just the physical sir.

Mr. Goncalves: So, if something, if Connecticut called at the same time that we knocked on your door, what's the idea, what's the plan?

Mr. Halastra: Um, my plan is the first opportunity for me. Whatever academy I get into first is kind of what my mindset is. Ugh, Connecticut, obviously if Ludlow has kind of more advantage for me, it's my hometown, it's where I grew up you know. Mom and dad are right down the street, I know the ends and outs of this Town. Connecticut would kind of be like a, like a more distance plan. Obviously when I applied it was May, I just graduated Westfield State, I wanted to get my application out everywhere.

Mr. Goncalves: Okay and you got a lot of military things going on in your past why didn't you pursue a career there or stay military?

Mr. Halastra: Um, military was always, so my whole key was getting my education first. Obviously being active duty, I wouldn't be able to be a full-time student. So, my goal was to graduate but also how to get the military experience so when I was talking to recruiters I wanted to see what could benefit me more, um, being active duty or being a reservist but also getting the education I needed and benefits of obviously paying for my education as well and of the GI Bill and all of that kind of stuff kind of benefitted me more. So, I kind of took that plan of I will also get the experience, military experience that I want and need, and I will also get the benefits of educational perspective.

Mr. Goncalves: Good answer. I'm good. Thank you.

Mr. Debarge: Okay. Mr. Halastra welcome again and thank you for your service.

Mr. Halastra: Thank you for the support sir.

Mr. Debarge: Excuse me for a second, I am just going over a couple of things. Um, okay. So, um, in all your places of work and where you have been, you have seen cliques,

Mr. Halastra: Yes sir.

Mr. Debarge: whether in college or work,

Mr. Halastra: Yes sir, of course.

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Mr. Debarge: Um, so in your work place or anywhere, let's say there's a clique there that you want to get into and you can't, they won't let you in. Um, how would you deal with that?

Mr. Halastra: How I would deal with cliques, um, I have never really been the type to try and get into cliques. I always want to be the middle man, when I was even in high school, I was, I was the type of person who was friends with all groups of people even though cliques formed. Um, to get into I mean just being yourself in a way. Um, if you be yourself and people accept you for who you are, if they don't than you got to just, it comes with acceptance in my opinion. Um, so obviously if I am not in the clique it wouldn't make much of a deal with me. I'm more welcome to have a relationship with my coworkers like that if the relationship like that don't transpire with some people then I'm okay with just keeping it ugh professional level.

Mr. Debarge: Good answer, okay. Um, what I did with the other thing, oh it's right here. Okay, my second question is about stress. Now you interviewed with the Police Department, with their officers and supervisors,

Mr. Halastra: Yes sir.

Mr. Debarge: they asked you some questions or a question about stress, how you would deal with it or um something to that effect. I am going talk a little bit or ask a little bit about the de-escalation of stress and you in the job um, because you are going to need that should you be selected for a job like this.

Mr. Halastra: Yes sir.

Mr. Debarge: So, um, you have a stressful day at work, um, you kind of need to leave that there, not take it home with you,

Mr. Halastra: Yes sir.

Mr. Debarge: Um, do you have a de-stresser so that you can kind of leave that somewhere else, go home and just relax and just get it out.

Mr. Halastra: Yes sir, I actually work out, I try to work out at least 5 times a week. That kind of music, the workout is kind of my getaway place. It is also something I have to keep up on, my fitness. I believe that's also a big key factor in being a Police Officer so, um just working out is kind of my getaway with anything, stress, um anxiety, any type of feeling I've had. I feel like the gym is kind of my getaway place.

Mr. Debarge: Very good, it's the best one, working out I mean. Um, okay Chief please.

Chief Madera: Mr. Halastra what I have done, is I kind of do a summation of everything I've looked at, background checks, um the oral Board reviews, physical agility tests, and what you have shared with the Board here. So, I kind of do a recap and then I will share some housekeeping information with you toward the end of it. Um, you have a Bachelor of Science in Criminal Justice at Westfield State University, obviously you have your minor in Political Science and Law. You graduated from Ludlow High School in 2015 as well. Um, 24 to present obviously you.....most contractors in Wilbraham as well so I think one of things that came out was you're a great employee, always on time, get along with others, works hard, can be counted on, um, and always held to that high standard no matter what, even though it didn't matter if you were the son, right,

Mr. Halastra: Yes

Chief Madera: It did not matter, treated like every other employee and you met the standard so good for you. Um, no disciplinary issues at Westfield State University concerning your security position as an officer, security officer. Um, and one of the things they really kind of brought out was you only took time off when you had to do your military duties, so you were always, so that was your focus between your schoolwork, working on campus and responsible for your military assignments. Um, you also worked at Wilbraham Monson Academy, is that correct,

Mr. Halastra: Yes sir.

Chief Madera: and you were an assistant there, a chef's assistant?

Mr. Halastra: It was the dining kind of it's like...

Chief Madera: You know but one of the things that came out was the maturity and the punctuality and one thing that really stuck out was that you got the job done. It was never a question and no concerns. Um, and you also worked here in Town at Robert's Auto Body and one of the things that kind of stood

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out was good temperament and responsible person and Army National Guard as well, obviously that's been your whole, throughout your whole career in living both lives, you know serving the Guard and our Country and going to school as well. Thank you for your service.

Mr. Halastra: Thank you sir.

Chief Madera: Three weeks into training as a public service officer at Boston University so it shows that you have progressed, and you have been continuously developing yourself and preparing yourself in being a Police Officer,

Mr. Halastra: Yes sir.

Chief Madera: It's obviously, that's exemplary on your work history so you have done all of the things that you need to do today to get to where you are today, sitting here in front of this Board. So, I wanted to kind of emphasize on that. Um, your MTCP Police Reserve Academy training, um and that's when you mentioned the waiver is, the state allows you to work as a Police Officer for a certain period of time until you attend a full-time academy. Um, by completing the reserve academy and you still and that is like a 350-something hours investment that you have to put in doing that so it's not an easy task in maintaining your training. So, congratulations on that. Um, student officer security work is not the best job that you could have on a campus, but it is an important job. You kind of have to be able and your statement about the ethical situation your found yourself in. It was interesting in listening to that response because I knew he was answering both of your questions um, and you did a very good job on that. So, driver history, active license and there was only one incident that I could say there that there was speeding incident, not responsible, nothing beyond that. Community service, that was an interesting one, um you participated in an alcohol sting with the Westfield Police Department and obviously it kind of fell under some of things you were doing as a student officer on the campus.

Mr. Halastra: Yes sir.

Chief Madera: So, that's an interesting participation, not everybody would want to do something like that. So, I think your mindset shows that this is the career path that you have chosen and that's what you want to do. Um, I have nothing else on that point forward. I want to share some housekeeping information with you. If you were to be selected and appointed by the Board, um this is information that you require. Um, under Chapter 41 section 101a, I am advising you that as a Police Officer or Firefighter and this is in reference to tobacco smoking. Subsequent to January 1, 1988 no person who smokes any tobacco products should be eligible for appointment as a Police Officer or a Firefighter in a city or town and no person so appointed after said date shall continue such office or position if such person thereafter smokes any tobacco products so no smoking in this position.

Mr. Halastra: Yes sir.

Chief Madera: The student officer salary is $964.63 per week to start it is during the academy, that is a 20-week program. The start date is February 24, 2020 and that will be in Boylston, and that is about a 45-minute ride east of here and you will go there every day, back and forth.

Mr. Halastra: Yes sir.

Chief Madera: A conditional appointment you require you pass state PAT physical agility test, also a state approved psychological exam, complete 20-weeks of the MTCP Academy, complete a 12-week LPD field training program and then a one year's probationary period from that completion of that training program. Your assignment, more than likely, would be 12 Midnight to 8 a.m. patrol and that would be at the conclusion of the field training program and it's mainly based on seniority. Anything I have shared here with you, is there any concerns or questions concerning this information?

Mr. Halastra: No sir.

Chief Madera: Okay, thank you. Mr. Debarge.

Mr. Debarge: Okay Mr. Halastra, you um have a chance for you last or I'm sorry for your closing remarks.

Mr. Halastra: Um, well I just want to thank everybody for having me. Um, obviously this has been a dream of mine, I have always pictured myself in this kind of situation so I have always had visions of how it would be but um, I just have a question for the Board if there is anything I can clarify or I can make

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sense to you, I would love to answer any more questions that you guys might have or something can expand on, I would love to do that.

Mr. Goncalves: I'm good, thank you.

Mrs. Fernandes: I'm good too.

Mr. Rosenblum: I'm good.

Mr. Debarge: We're good.

Mrs. Fernandes: I think you were very detailed.

Mr. Halastra: Um, then I believe that's it sir.

Mr. Debarge: Alright.

Mrs. Fernandes: Thank you.

Mr. Halastra: Thank you, thanks for having me.

Chief Madera: Good job.

Mr. Halastra: Thank you.

Mr. Debarge: Need a break? Alright two minutes.

Mr. Goncalves: Good luck.

Mr. Halastra: Thank you sir.

7:20 p.m. – Justin Jaworski:

Mr. Debarge: Okay so we have Justin Jaworski.

Chief Madera: Nice to meet you.

Mr. Jaworski: Nice to meet you Chief.

Chief Madera: Take a seat.

Mr. Jaworski: Right there?

Chief Madera: Yeah, that's fine.

Mr. Jaworski: Okay, thank you.

Chief Madera: You can introduce yourself to the Board.

Mr. Jaworski: How's it going guys, my name is Justin.

Mr. Goncalves: Hi, nice to meet you.

Mr. Jaworski: Nice to meet you.

Mr. Debarge: Mr. Jaworski, how are you, Derek.

Mr. Jaworski: Hi, good how are you doing?

Mrs. Fernandes: Hi.

Mr. Jaworski: Hi.

Mr. Rosenblum: Nice to meet you, Bill.

Mr. Jaworski: Nice to meet you.

Mr. Debarge: Okay, Mr. Jaworski um welcome and congratulations on making it into the interviews for the Ludlow Police Department.

Mr. Jaworski: Thank you.

Mr. Debarge: Um, how this preceeding is going to go is it will start with you basically telling us your name, where you are from and starting with an opening statement and then we will get into the Board of Selectmen, each selectmen asking you a couple of questions, um after that the Chief will, Chief

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Madera will give you some information, um and after that you will be given some time to give us a closing statement if you wish and we will be done.

Mr. Jaworski: Alright.

Mr. Debarge: So, with that um, please your name, where you are from and an opening statement if you wish.

Mr. Jaworski: Alright, so my name is Justin Jaworski and I'm originally from Springfield, been here for the last I want to say 10 years and I appreciate everyone giving me the time and opportunity. This is pretty cool, it's nice. That's it.

Mr. Debarge: Okay. Alright, Mr. Goncalves.

Mr. Goncalves: Thank you for applying.

Mr. Jaworski: Thank you.

Mr. Goncalves: Um, so after getting out of school you went two semesters, is that something you're considering continuing in the future?

Mr. Jaworski: Um, it is on the table, especially if like this doesn't pan out for sure. Um, just to try and come back with maybe um better credentials. Things of that nature.

Mr. Goncalves: So, you will go back for the Criminal Justice not the Health?

Mr. Jaworski: No, not for the Health, no.

Mr. Goncalves: So, um since 2015 at Big Y what sparked that you thought maybe this would be a good idea or a good move?

Mr. Jaworski: As far as this job right here?

Mr. Goncalves: Or for Law Enforcement in general?

Mr. Jaworski: Yeah, it's always been a thing, yeah, I grew up with family in law enforcement for the Springfield, so It's always been a thing. It's just that I wanted to make sure that I was ready, matured, I think that's a big thing before I start trying to you know Police, I want to make sure I'm ready, so it definitely feels like it's time.

Mr. Goncalves: So, there was nothing, strictly Big Y, you didn't do any other type of part time security work or anything like that?

Mr. Jaworski: No, security nothing that would maybe work for this. I mean in high school for maybe 3 months I did volunteer work, well it was half volunteer work, half pay that was for um, helping kids in the inner city, yeah it was youth. So, it was like a basketball program for them.

Mr. Goncalves: Nice. Ok well I'm good. Thanks, thank you.

Mr. Jaworski: Thank you.

Mr. Debarge: Um, Mrs. Fernandes.

Mrs. Fernandes: Okay so a few questions for you. Um, the first is, can you tell us an event in your life um that you think will have an impact on you if you were to be hired as a Police Officer? It can be a personal event, um you know, something that really impacted you that you also think will impact,

Mr. Jaworski: Carry over?

Mrs. Fernandes: Yes

Mr. Jaworski: Um, something in particular, hmm.

Mrs. Fernandes: It could be something in your family life, something in your personal,

Mr. Jaworski: Yeah, I mean.

Mrs. Fernandes: Professional, you know,

Mr. Jaworski: As far as something that would transfer over, for sure seeing like my uncle and stuff, working and stuff in this department, in this field. Getting back because there was a point and time

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when I lived with him for a few months and stuff, so I was able to pick his brain after. This was maybe a few years ago when it was pretty intense so he was pretty uptight and stuff so just being able to pick his brain and see his thought process, how it affected him, for the better, for the worse, however it worked but definitely so I have a firm understanding of what it takes or what it takes out of you so um definitely the experience.

Mrs. Fernandes: Hm, good. Very good and if you pulled somebody over or you know saw a friend or a family member or superior committing a crime, it could be a big crime or a little crime like speeding, how would you approach that situation?

Mr. Jaworski: If they're family they know it's my job, there's no like I will let you go type thing going on there, they know.

Mrs. Fernandes: Even mom?

Mr. Jaworski: Yeah, almost especially.

Mrs. Fernandes: Oh, geez tough crowd here tonight.

Mr. Rosenblum: There's going to be a lot of kids sleeping on the street.

Mr. Jaworski: Yeah, no it's okay. She'll forgive me.

Mrs. Fernandes: Almost like a similar question but it really is a very different question,

Mr. Jaworski: Sure.

Mrs. Fernandes: um, how does your work experience, your personal experience and your educational experience how will that translate or prepare you for a job as a Police Officer, especially in Ludlow.

Mr. Jaworski: Well I mean, I feel like growing up in Springfield for half of my life,

Mrs. Fernandes: Prepared you huh....

Mr. Jaworski: Well like it has definitely, like diversity that's definitely a thing. It's a little tougher than here, where I grew up so I definitely seen a lot of things, so I think little things like that help prepare me in school. I mean I guess schooling not so much but um like I said even doing that little um project coach is what it's called, um where I would help volunteer and yeah it's little things like that where um their volunteering process was also a part of it, was trying to become a leader for the kids, the idea was to be a role model for them and getting them away from the inner city because obviously it can be a little rough in there. Yeah.

Mrs. Fernandes: Good. Thank you.

Mr. Jaworski: Thank you.

Mr. Debarge: Mr. Rosenblum.

Mr. Rosenblum: Um, congratulations for being here this evening. Thank you for your interest in the Town of Ludlow. Um, two quick questions really, if you were to be appointed as a Ludlow Police Officer where do you see yourself in five years?

Mr. Jaworski: Five years, as a Police Officer hopefully working towards being something better. I do always strive to be better so working towards being a Lieutenant or something of that nature, yeah.

Mr. Rosenblum: Okay and secondly, finally what do you see as your weakness?

Mr. Jaworski: I'm not quite sure yet, I guess I'd find out if it happens. I mean I definitely,

Mr. Rosenblum: If you were to look inside yourself and actually say what do you think you could be better at, not like physically but more personally?

Mr. Jaworski: Right, no I understand, like a character trait type deal. Um,

Mr. Rosenblum: Being honest with yourself.

Mr. Jaworski: I guess I'm not overly, I guess if we are critiquing I guess like maybe too empathetic where I can maybe put myself in their positions and maybe feel bad in a position like this a job like this. Maybe you can't, you know, you can't always make everyone happy or you can't always feel too bad for everyone certain things you know.

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Mr. Rosenblum: Okay, thank you.

Mr. Debarge: Mr. Jaworski, welcome as I have already said. I have a couple of questions for you as well, um I am just reading through some of your references, um most of your references seem to say pretty much the same thing. Did you touch on that?

Mr. Goncalves: .....

Mr. Debarge: Okay, I just didn't want to seem redundant. Um, hard worker, what do you say about the punctuality issues?

Mr. Jaworski: Um, yeah, the punctuality issues, that's not something that is going to be a problem with this, this is a little different I feel, um, that's more just I guess, that's something for Big Y. I don't really know how to explain it. But um, yeah, so pretty much what happen is they allow a 7-minute gracing period and certain times I am too busy either trying to because like I help my dad and stuff like that which wouldn't happen if I'm working here but yeah, I like to help my dad, he does like appliances and stuff so I try to always I guess do too much before work and that's kind of getting in the way at times.

Mr. Debarge: I understand.

Mrs. Fernandes: They say people who are late are smarter than most people.

Mr. Jaworski: I think I heard that recently, I don't know...

Mr. Debarge: Usually not to work though.

Mr. JaworskI: Yeah, I think someone who's late is the one who said that, someone who is constantly late probably said that.

Mrs. Fernandes: I'm late often, I own it. Own it. We're just swimming against our water. You know We're not swimming in our water I should say...

Mr. Debarge: Alright, let's um, you're familiar with um cliques, groups of people,

Mr. Jaworski: Yes.

Mr. Debarge: Yeah? So, in any job, I don't care where you work there's cliques, cliques of people. Some of them try and control the environment, um, others don't let other individuals into their cliques. So, let's say in your workplace or even the workplace you are trying to get into right now has those and either one is influencing you or you are trying to get into one and you can't, or your being influenced. How would you deal with that?

Mr. Jaworski: Um, I'd like to think I am my own person, I don't really, like I don't ever feel the need to fit in as far as a clique goes. I do like the idea of joining, like the idea of brotherhood of police work and stuff like that. Like I said I've seen it with my uncle and everything like that. Yeah, I don't feel the need to necessarily join a clique or feel like I have to maneuver a certain way or anything like that to fit in. Like if I fit in, I fit in and if I don't that's just how it goes. Does that make sense?

Mr. Debarge: Yeah, absolutely. Good answer, I like it.

Mr. Jaworski: Okay.

Mr. Debarge: Secondly, I'm going to ask you about stress.

Mr. Jaworski: Sure

Mr. Debarge: You were um, interviewed by members of the Police Department and supervisors as well.

Mr. Jaworski: Yup.

Mr. Debarge: You were asked a question about stress or something thereof, um and ok what I'm going to ask about is not the stress per se but the de-escalation of stress. You said by your relatives and I read your um Grandfather and your Uncle and your other Uncle um another Uncle,

Mr. Jaworski: Yes, and a cousin.

Mr. Debarge: Okay, so you have heard plenty about the job.

Mr. Jaworski: Yeah.

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Mr. Debarge: Um you know how stressful it can be.

Mr. Jaworski: Yeah.

Mr. Debarge: So, you also probably know that you have to de-escalate from that stress,

Mr. Jaworski: Yeah.

Mr. Debarge: It's not wise to bring a rough night at work home with you,

Mr. Jaworski: Yeah, yeah, yeah.

Mr. Debarge: So, you got to have a de-stresser. Um, do you have something set or put in place? Do you have something that you can um, someone you can talk to, something that you like to do that calms you down and de-stresses you?

Mr. Jaworski: Yeah, so there's definitely, there's obviously, there's people for sure. I'm really close to like everyone in my family, even my uncle especially I know I would be able to rely on him for that. Um, I like to play basketball, something I have always done if there's ever stress. But usually when it comes to stress it doesn't necessarily build up in me, it's not something, I have always said, even in that last interview, if it's in my control then I know I will do everything I can, if it is out of my control, there is nothing I can do about it. I definitely don't like bringing stuff like stress into work or from it, into regular life. Um, yeah.

Mr. Debarge: Okay, um, let's see, Chief.

Chief Madera: Mr. Jaworski what I do is I kind of put everything together and then sum up background check, your oral board review, physical test, um pre-test that was conducted and kind of the stuff that you have answered for the Board here and then I have some housekeeping information I have to share with you concerning some things that you will have to do to accomplish ugh, if you were to be selected and appointed by the Board.

Mr. Jaworski: Sure.

Chief Madera: Um, right now from what I understand, I gathered is 2015, 2016 you have credit hours at STCC and some of it is Health and some of it is CJ so,

Mr. Jaworski: Yup.

Chief Madera: So, you had, so obviously the question was are you heading in that direction. Um, you graduation from Springfield, high school diploma.

Mr. Jaworski: Yup.

Chief Madera: You have been at Big Y 2015-present, I think one of the biggest concerns that I had was, again it was brought up by the Board, it was the issue of punctuality,

Mr. Jaworski: Yeah.

Chief Madera: Which is you know, and that is a critical part of the job,

Mr. Jaworski: Sure.

Chief Madera: Um, so that's something that I think you answered to some... but I think it's something that would require some improvement on.

Mr. Jaworski: Yeah.

Chief Madera: Particularly with your responsibility in coming to work.

Mr. Jaworski: Yeah.

Chief Madera: One of the things is, Police experience. You have to kind of start building that towards that and I think one of the things you did mention in your review with the Oral Board was that there has been very little development there, but you did mention it tonight that you got to start somewhere,

Mr. Jaworski: Yes.

Chief Madera: So, this gives you an idea of the type of things that you are going to have to face and the questions that you are looking at. So, I think that was one of the areas that I saw that but there are

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some positives to, I mean you are well liked by your coworkers, your team oriented, methodical, attention to detail and you tend to work well with others. Those are good traits and good characteristics you know, and I think developing beyond that is now your job.

Mr. Jaworski: Yeah, exactly.

Chief Madera: And um, it's not easy to get this far, it really isn't so it's good that you are here and that you are experiencing this. Um, I think one of the also things is that I did notice, excellent driving history, active license, no motor vehicle issues anything like that. Um, I wasn't aware of your community service because you didn't mention it until....

Mr. Jaworski: Yeah, because it was such a small stent and I didn't know....

Chief Madera: Yeah, but it is important, you have.....

Mr. Jaworski: I wouldn't know how to have a tangible like evidence of it so I didn't want to just....

Chief Madera: You did it during school, you volunteered to help other children. You know, that show's community and that you are focused and you want to give back so, um, I commend you for that. Um, and on that part there I, you know I will stop that because there is nothing else I can add to that but that the Board kind of sum that up for them. Housekeeping is, I have to kind of advise you of some information here,

Mr. Jaworski: Sure.

Chief Madera: One of them is, I kind of have to advise you that in accordance with the provisions of Chapter 41 section 101a, Police Officers or Firefighters and this is in reference to tobacco smoking. Subsequent to January 1, 1988 no person who smokes any tobacco products should be eligible for appointment as a Police Officer or a Firefighter in a city or town and no person so appointed after said date shall continue such office or position if such person thereafter smokes any tobacco products so if you are given the opportunity, no smoking.

Mr. Jaworski: I got ya.

Chief Madera: The student officer salary is $964.63 per week. The academy start date, tentative is February 24, 2020 and that will be in Boylston, Mass which is just east of Ludlow, um, about 45 minutes. So, you would have to travel there back and forth during the academy which is 20 weeks long.

Mr. Jaworski: Okay.

Chief Madera: On a conditional appointment you would have to pass the PAT physical agility test issued by the state, the state approved psychological exam, complete the 20-week MTCP Academy, complete the 12-week LPD field training program and at that particular point you would a year's probationary period upon completion of that program. Assignment would more than likely be on patrol working the Midnight to 8 a.m. shift at the conclusion of the field training program, based on seniority. Any of the information I have shared here with you, do you have any questions or concerns?

Mr. Jaworski: No.

Chief Madera: Okay, good. Mr. Debarge.

Mr. Debarge: Thank you Chief. Um,

Mrs. Fernandes: May I ask the candidate a question....

Mr. Debarge: Please do Mrs. Fernandes.

Mrs. Fernandes: Mr. Jaworski, it says that you are fluent in Spanish,

Mr. Jaworski: Not fluent, no. I do speak a little bit, not a lot no.

Mrs. Fernandes: You speak Spanish?

Mr. Jaworski: I am almost positive I didn't put that.

Mrs. Fernandes: I'm sorry maybe I misread.

Mr. Jaworski: No, no maybe your, I might have....

Mr. Goncalves: Conversational.

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Mr. Rosenblum: Conversational, yeah.

Mrs. Fernandes: Conversational, I mean aren't you fluent, if you can have a conversation?

Mr. Jaworski: No, no, no, I could hear a couple of words out of a sentence and understand it...

Mrs. Fernandes: I am just wondering where how, did you take classes in school or...

Mr. Jaworski: No, so I am actually like as far as I am 75% Puerto Rican and a ¼ Polish. The name transfers over.

Mrs. Fernandes: What a combination, oh my God.

Mr. Jaworski: Yeah, yeah, so like my mom was from Puerto Rico, my grandmother as well so they spoke it, I don't think they tried to teach me, so they knew to talk about me behind my back in plain sight, in Spanish. That's kind of where I got lost.

Mrs. Fernandes: So, you learned some?

Mr. Jaworski: Yeah, so I've learned some words but nothing of significance.

Mrs. Fernandes: You should do that,

Mr. Jaworski: I would love to, yeah trust me...

Mrs. Fernandes: It's a good quality to have these days.

Mr. Jaworski: Yeah, for sure.

Mrs. Fernandes: Thank you.

Mr. Debarge: Um, Mr. Jaworski you have the floor for your um, closing comments.

Mr. Jaworski: Okay, I want to thank everyone, honestly this was awesome, honestly, even just to have the opportunity, it means a lot to me. Um, I understand I might not have all the credentials, I do really believe in myself, I do believe I'm like made, not made for this but I think I have a great chance of being a great cop. Um, yeah that's really it. If you guys give me the chance, I know I will take it and do something with it and that's really it.

Mrs. Fernandes: Thank you.

Mr. Rosenblum: Thank you.

Mr. Debarge: Alright. Thank you very much.

Mr. Jaworskl: Alright, thank you.

Chief Madera: Justin, thank you.

Mr. Jaworski: Thank you. Hold on.

Mr. Goncalves: Thank you.

Mr. Debarge: Good luck.

Mr. Jaworski: Thank you. Ugh, I'll reach over.

Mrs. Fernandes: Reach over, yeah.

Mr. Jaworski: Thank you.

Mr. Rosenblum: Thank you.

Mr. Jaworski: Thank you.

Mrs. Fernandes: Now the tough part.

Mr. Debarge: I will give everyone a couple of minutes to get their notes together and then we will hear from the Chief. What are you looking for?

Mr. Goncalves: Nothing. Thank you.

Ms. Villano: You're welcome.

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Mr. Debarge: Chief you have the floor.

Chief Madera: Okay I want to kind of say okay first I want to start off, the order of the candidates was had no significant order concerning what you, how they interviewed. Um, there was scheduling issues and so we moved them around according to where we could fit them in to meet with the Board. They started that way with us and the Oral Board review so just kind of maintained the same structure coming in to before the Board. So, there was no significant, there may be some order differences there if you are considering how the Civil Service list is ordered. Um, and we can answer those questions, um further as we go according to their ranking. Um, you have the Oral Board reviews in front of you um, those are put together by the command staff, which includes Lieutenants, Sergeants and patrol personnel, to kind of give a well-rounded review of the candidates. It's pretty extensive, it's very methodical, it's controlled and one of things is the background investigators and the Oral Board interviewers don't talk to each other, they don't share the information. I have, I receive that separately, the backgrounds and I receive the Oral Board reviews separately and again the new part of this that's been introduced to you is the pre-PT evaluation that done by the Board now. We have introduced that because of the rigorous standards that are being implemented by the MTCP. I want to share this with you before we move into consideration. The physical fitness evaluation report that was presented to the Board, you have that, um, number one, candidates selected for the position of a Ludlow Police Officer will be required to meet the physical fitness requirement standard of the municipal MTCP training committee. In order to enter the MTCP, a recruiter's officer's course police academy, the standard in which each candidate will be evaluated are based on the Cooper Aerobics Institute norms CNI, also referred as the Cooper Standards in this report. The minimum standard requirement for each candidate is to meet at least at 30th percentile of these Cooper standards which is a determining factor of each candidates gender, age in each exercise. The standards are provided by the MTCP and are attached in the report. And what that comes down to is if you cannot meet the minimum standard, you are not going to be allowed to participate in the academy, Um, in the past there had been exceptions where candidates if they could achieve that in the first quarter of the training and achieve that 30th then they could stay for the rest of the academy. We have instances in the past um, more than once where and individual who did not meet that standard was allowed to attend an academy and suffered serious injury. Um, that's not just our academy, it's happened across the state and now it's a real issue for the MTCP. So that's why you see before you that we conducted pre-PT exams for these candidates, um, you also see that two of these candidates who came before you did not meet the minimum standard.

Mr. Goncalves: Can I ask you...

Chief Madera: Yes.

Mr. Goncalves: Some of the 30 percentiles so that's not everything, that's not the entire thing the 30th percentile. In other words, some are failing at the 30th and some are passing at the 30th.

Chief Madera: If you are below the 30th percentile, you've been failed in the PT. If you are above, you got to pass at the 30th percentile. So, if you see a fail that means they didn't even meet the 30th percentile.

Mr. Goncalves: Okay and the others passed 30 but they met maybe 30?

Chief Madera: That's correct. So, I can have um...

Talking over each other.

Chief Madera: And to kind of further just to kind of expand that quickly and I can have Lieutenant Brennen, before we move forward, he monitored these exams, PT exams and administered them. He can kind of give you a brief view of what was required and what needed to be done. Can you ugh...

Lieutenant Brennan: Just to expand on what the Chief said, 30th percentile and that's basically in at least every event so, push-ups, sit-ups, you know mile and a half run and a 300 meter run they have to be in the 30th percentile in each one of those events and that is based on their gender and their age so if you are 39 versus 29 the standards are a little bit different. Um, male, female same thing. So, as you can see in the report if it said passed they means they met at least the 30th percentile and some of them actually met the 40th percentile which is what each one will need to graduate so that's why we included that as well. So, at some point yes you need to be 30th percentile to enter the academy and then at some point in the academy you need to hit the 40th percentile in order to graduate.

Chief Madera: So, I think where the state has come across and this has been a very controversial issue concerning the physical standards and they have finally come up with a formula and an approach to deal with it is that they are not going to allow you to come into the academy if you are not at 30th percentile. They are just not going to do it because there is too much of a chance of people being injured and we have had that happen. It's happened not to just our Police Department, it's happened to Police Department's across the state so that's why you see that. It doesn't stop that candidate from coming before you because if there is an opportunity in the future to improve themselves and prepare themselves because you have to prepare yourself for this job, you just can't walk in and expect to walk in and do the job if you are not physically fit, if you are not emotionally fit, if you're not capable.

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That's why we have all of these checks and balances before, that's why it is a conditional appointment because they have to meet all of these standards that have been set and you have to achieve each one. Um, and that's the reason why you see that before you because you haven't seen that in the past but today you do and um, so my recommendations are going to come accordingly with that information and how I rated the individuals going forward. I can tell you that the majority of the heavy lifting was done by the Oral Board review. The background was extensive, and they provided a lot of good information that helps you know, so when you put them together with the Oral Board reviews they kind of almost line up and mirror. Even though they don't do, they are not communicating during this process. So, you can see the person who's made it a point to develop themselves for this role as a Police Officer. You can see those that are just starting to come into that and develop themselves and becoming um, potential candidates for that position. So, you have seen that during your whole interview process over the last two days and again thank you for taking this time to do this, it's very important to us. I think we have provided the most information we can to make a good decision. Um, they do all the hard work. I get to sit here and put it together and to share it with you and kind of give you my recommendations. I think my years of experience and sitting here before this Board, we have done a very good job of picking Police Officers for this community. It goes to show you that we don't have a high turn over rate, we have longstanding you know longevity in our agency and we have a very professional agency. Um, so I think I take what my Board, Oral Review Board committee and the command staff present to me very seriously and I try to stay within what they present because they did all that hard work and then we share it with you so you can make the harder decision of appointing a Police Officer who potentially has the opportunity to 30+ years and impacting this community. So, um I will give you my view of how the Board should review and think about making appointments and then you will make your decision according to what I introduce. It's, I am not making that decision for you, I just want to give you a direction on which I think the Board can make a decision on their own.

So, after completing this I look at the candidates before you. I will be asking for four appointments and two alternate appointments. Um, I think there is a reality that we face that we may lose some of our candidates because they are highly, it's a highly competitive field and their being sought after. Um, and that's the reality we face. We have great candidates in Ludlow, we're very fortunate. Um, we have excellent candidates, but they have all separated themselves and you can see that through the interview process and what they have done to prepare themselves for this position. My recommendation to the Board at this point and time, I would recommend Timothy Goodchild as your number one candidate. I would recommend Matthew T. Halastra as your number two candidate. I would recommend Oguzhan Karaaslan as your number three candidate. I would recommend Adam J. Roach as your number four candidate. I would recommend the alternate candidates, number one being Mr. Matthew T. Corbin and your number two candidate as Mateusz Cieslak, as the alternate number two.

I can tell you that Mr. Jaworski would be my number seven and it is only for the reason that the other two, number eight and number nine,

Goncalves: Failed.

Chief Madera: Mr. Lanucha and Ms. Efremides did not meet the minimum 30th percentile standard to enter the academy, they just would not be accepted with that level. Um, they would not be able to pass. If they couldn't pass, you know a couple of weeks ago, it's not enough time to be prepared to go and make that 30th percentile and again expect them to achieve the 40th during the academy. Too many injuries happen within that small, that's the dangerous part. We don't want that happening and again we didn't think it would, it was a bad, it was a good idea to remove them from the interview process because they didn't meet that standard, I think that there's some potential there um, and I think they have a potential to come back before this Board and be re-interviewed for positions in the future and they should be more prepared for that and that is my recommendation.

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Mr. Debarge: Ok thank you Chief. You know we value um, your opinion above all when it comes to this. Um, who wants to start? Mr. Rosenblum.

Mr. Rosenblum: Alright, I will go first. Um, I really think that the officers that did the evaluation pretty much nailed it pretty good. I mean looking down the um, the list, I pretty much mirrored it and I have the four that you have, you know one might have flipped with another. But, um, I mean you kind of got to feel the room too and watching Lieutenant Valadas with Oguzhan you can tell that the kid is really um got himself into, that there's a lot of respect there. You can almost see like a father-like figure, I mean I just kind of looking around you could see there was some pride there with him. My question is to is though, um, do you see, I mean I see possibly one or two here that could possibly be going, that would be appointed but probably would leave, would probably get an opportunity somewhere else. Mass State Police or um anything like that I mean um. Timothy Goodchild was my first choice. I mean I'd want my daughter to marry him. He looks the part, I mean he should be like on TV, I mean the kid is solid.

Chief Madera: There's no doubt about it, I agree with you that he is, but I have to share something with the Board. I mean, the fact is when we see an opportunity, we cannot bypass that opportunity with an individual and the way I look at it is yes we have and we have been there before, you know and you know he would be a great asset to the Town of Ludlow and the Police Department um and I think he would be a good Police Officer no matter where he ends up and it would be, but I would hate to lose the opportunity to give him the chance to be a Police Officer in Ludlow and yes there's a possibility that the State Police may come down and swoop him and take him away. But there are no guarantees right now.

Mr. Rosenblum: Right.

Chief Madera: Um, I just saw today that the Mass State Police Colonel retired so things are changing at that agency quite a bit and um I don't know what their plans are to run the next RT. It may be tomorrow, it may be next year.

Mr. Debarge: Right

Chief Madera: So, I don't think we should bypass the opportunity to bring on a quality candidate to the Police Department.

Mr. Rosenblum: No and I obviously totally agree with you but that point being out there also and also um somebody that has been in the corrections for nine years um I don't know if there's anything there, is this a step back for this person? Maybe pay grade, I'm not sure it's just someone that's been in, is it a possibility for Mr. Roach to be to the point where he could be at a better step in the corrections department down in Connecticut. That was, it was just a question I had I mean I don't understand it, it was just a question I had for you in general.

Chief Madera: I think one of my biggest concerns in sharing with you and the Board did not ask the question, but I did was the extensive motor vehicle history.

Talking over each other.

Chief Madera: His response and to his credit, he did take responsibility for it but the fact is it is there and one of the things that came out and I wanted to ask what that response was and he provided a pretty good response with the maturing and the change in his life that gave him a different direction in life um but to bring out to the Board and you have seen it in the packet that there has been other times in the last couple of years where he has made it this last final position before what they call Chief's interviews, this is Board of Selectmen and Chief interviews joined together that has not materialized into an appointment. I think that may be where the Board has to make that decision is, is this the right decision to make. Um, mind you the Board also has to consider the fact that this is a Civil Service Agency and Civil Service rankings do have an impact. So, and he is, I would have to ask where his position is on the Civil Service ranking?

Mr. Debarge: Number two.

Mr. Rosenblum: He's five but he's number one,

Chief Madera: Number one, he's number one on the Civil Service ranking so um, I think if you were not to select Mr. Roach I think you would have to bring out the fact that and I brought out the point to you, that may have an impact. Otherwise, he's a pretty solid package and I don't think that, there are certain

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things that set him above that's why I placed him where I did because it's right on that border line, on that fence. But the ultimate decision is yours, it's the Board's and um you know there's no disputing his history, his development, his professional development, what he's accomplished, um it weighs heavy. The fact is that this is an individual who has had a 10-year career in corrections and I can tell you that Correctional Officers do make good Police Officers. They bring a perspective that has an impact on it because they know how to communicate, bring that interpersonal skill abilities to the field and I think that's an asset. But again, it has an impact, so I would say that the Board has to make a decision on where they go from there.

Mr. Rosenblum: I mean I had him at two so it's just a question I had. I mean like I said, I pretty much the way that ranked it out, pardon me, was pretty much right where you had it so. That's all I have.

Mr. Debarge: Mrs. Fernandes.

Mrs. Fernandes: Um, I had Mr. Roach at one, he just appeared really solid to me. He seemed to me to be someone that is going to be there for the long haul. Um, you know he's dependable, he showed commitment um I did take that into account. You know, he did explain it away and when you are younger sometimes you don't think about things and I wonder if that is going to be his black letter on him where ever he goes. But, I thought he was very solid. I liked his answer about using officer discretion when he stops a mom or friend or somebody else. You know, him and Mr. Goodchild just seem to be two individuals that you wouldn't need to train very much. It seems like they were already trained for the job. So that for me gave me the, I thought he was just very solid, someone who is going to be here, committed, dependable. He's like somebody that's a post that's going to be there, that you sometimes need in addition to other's that are maybe not as dependable. Um, then the number two is a toss up between Mr. Goodchild and Mr. Halastra um, but in the end, I think I chose Mr. Halastra because he had such great answers, he had such a good personality um he had um, let me just check my notes here. I mean he has had experience in everything and he is only 22 I believe. He's worked as a Chef, he's worked in construction, he's worked in, he's been in the military, he's worked in security, um, auto body shop and that to me is an employee of doing anything is just going to bring such a breath of experience. Um, especially in the Police Department, you are going to be dealing with so many things and that was really, I was really impressed with him and his answers I thought for a 22-year-old he seems really mature. Um, he already has that Police mindset it seems to me. Um, my three candidates really gave me that, they seem like they are ready for this position. They are living, breathing the idea that they are going to become Police Officers and that was pretty impressive to me. So, those three it doesn't matter what order, but I did say Mr. Roach and then a toss up between Mr. Halastra and Mr. Goodchild. Mr. Goodchild, he reminds me of our wonderful ex Police Officer, Mr. Fernandes. The type that is just going to be such a phenomenal Police professional. He's got that empathy, he's got that likeability, that calmness. Um, you can just see that he's going to have that same impact that Officer Fernandes had in this community. So, I thought that was really a wonderful quality.

Chief Madera: It's a good analogy because I remember Chief McGowen wishing he had nine of him.

Mr. Debarge: Yeah.

Chief Madera: He would always say that. That was his coin phrase, was if "I could have nine of Officer Fernandes, I would be a happy man".

Talking over each other.

Chief Madera: He was amazing.

Mrs. Fernandes: Mr. Karaaslan sort of gave me that, a little bit of that Mr. Fernandes, you know he's going communicate great, you know really be a great part of the community, people will respect him, like him. Um, so he there was a toss up for me between the fourth one, between Mr. Karaaslan and Mr. Corbin. Um, but in the end, you know after hearing you guys, it is still a toss-up, but I think because Mr. Karaaslan has some experience with the Ludlow Police Department. Um, it was also the recommendation that was given by the committee here. Um, but I have a toss-up between those two, you know Mr. Corbin with his Corrections Officer experience, his, he understands the criminal and redemption and I loved how he wants to go to be a Police Officer to prevent these people from becoming criminals. I think that, that's phenomenal. The fact that a prior employer hated to lose him, um, he had an excellent answer to the traffic tickets, very confident.

Mr. Karaaslan, again you know, I loved that he's a Ludlow community person, he's going to be a Ludlow community person. He's a family guy and he wants to be a Police Officer. Um, he's very open-minded. I

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loved the fact that he's going to be open to all sorts of diversity, whether it's gender, um, cultural, um, he had a really strong understanding of that and I think that's important in this community where you have, which I love by the way with our candidates, I mean you had Polish-speaking, Turkish, Spanish, I mean wonderful, really wonderful. And I am going to say something at the end about the candidates. Um, but that you know he was open-minded, he was hardworking. Um, you could tell that he really, really, really wants to excel at this job if he is to get it and I saw a little, you know, commitment there.

Um, and then Mrs. Efremides, I really, we don't have enough female Police Officers and I know that you probably don't have as many candidates um to chose from usually but I think having a female Police Officer in the community, as we have seen from some of the members that we have or have had, they make a wonderful impact. It's, we have criminals that are female criminals and I think the female officer will bring a different perspective into that. My only concern was I didn't understand that whole you know the um percentile and that even though I had her up there with Mr. Karaaslan and Corbin, that does change my position a little bit um, with her. But like you said it doesn't mean she can't come back in the future and prepare herself physically better and then the others, we just have such phenomenal candidates. Um, Mr. where is, let me just see where he is, Corbin, Goodchild spoke about, this is the gentlemen with the resume'. Yeah, where do I have him on mine.

Chief Madera: Mateusz Cieslak.

Mrs. Fernandes: Yeah, I know but my notes on him. But you know, my God, how, how, oh right here. How prepared was he as far as, he would make a great administrator you know, he would make a great Chief in the future, but I thought he was lacking was the whole Police part of it? He's going in the right direction, he's very driven. I could see him becoming a Chief one day but he has to, I think, work a little bit on getting that experience in the Police field a little bit more to really, once he has that I think he will be a fantastic candidate for any Police Department. But, I think he is still missing that part, he's phenomenal in his presentation, his academics, um and everything else but I think he needs to work on the, if he wants to become a Police Officer, because to make it to Chief you have to do the groundwork first and I think he needs to probably get that a little bit more, um, in place.

Mr. Lanucha um, God he would make a great supervisor you know he has excellent experiencing in supervising but again, I felt like he lacked the, at least for now, the passion for the policing. He wants to be a Police Officer, but I didn't see that passion 100%. Um, and maybe it's because his current employment or past employment gave him an opportunity financially that doesn't let him to go in that direction but that shows maybe he has to really consider if policing is really what he wants. Um, Mrs. Efremides, again you know I wish we could appoint a female, an EMT, she's part of the community, she brings the Greek experience, comes from a great family, she's a standout employee, hardworking, compassionate. All things that I think this Police Department could use but I think she needs to work on this percentile thing. Um,

Chief Madera: I think what you have to see here is that all the candidates have prepared themselves differently and there are standouts and I have kind of given you those standouts. It doesn't mean that they won't be here before you again. I, we are very fortunate we do have good candidates, but the fact is at this particular point, they stood out for me and for the Board of where they are prepared to come in and start their careers. Um, the other candidates will have other opportunities, there's no doubt in my mind that that will happen, and this will allow them more time for preparation. The days of just walking in and getting an appointment um, it can't be that way because they do have to be physically fit, capable to attend the academy, make it through the first part of it, just getting in the door. There's still a lot of obstacles that have to be met yet. This is a conditional appointment, there are still obstacles that these individuals have to go through and meet and that's probably the reasoning why I've given you the opportunity to pick your top four and also your top two alternates to go forward. Um, and I think I know that we wish we could give everybody a job, but you can't, you have to, they have set themselves apart, I think the interviews did show you that as well and so does the Board reviews and the PT, pre-PT exams. And hopefully you can make your decision with that.

Mrs. Fernandes: Yeah, I need to talk about the last candidate. I agree with you and I think what people don't understand when we are here, if we could just base it on their qualifications or this or that, we wouldn't have to do the personal interview. The personal interview is to give us, not only more information on the candidate, but to get a real personal feeling for this candidate and you can only do that when you are face-to-face with them. Um, Mr. Jaworski, again, terrific candidate I mean some of these people are so young and they presented themselves so well both in stature and you know. I saw many gentlemen with haircuts that they just got today and that shows some pride and you know

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showing that this is important to them. Um, he gave some great answers like that answer about the uncle as being in the Springfield Police and his experience and how that affects him. Um, he's working towards improving himself, um he's volunteered with the kids in the inner community, inner city, I mean he brings that other perspective having lived in the city um, but again I felt again he has the passion for the Police but it's not, he has to develop it a little bit more and as I sit here, I feel like I'm on the Voice. You have all of these great candidates right, the Voice has these great singers, but you can't, you have to choose the best. You have to choose the ones that really stood out as you said um and because we can only select four, you know maybe six um, the other two because there are chances that some of these that we might select as out top may not want the job after all or for other reasons. But, you know to make it to the final nine, that's pretty amazing, that's pretty amazing. So, they are all wonderful candidates, we do have to select the ones who stood out. For me, I mentioned already, and I just want to tell all the candidates keep working on it, take whatever criticism we give as positive criticism,

Chief Madera: Critique.

Mrs. Fernandes: Critique, critique, um, and keep working at it if that's really your goal in life. You know, determination in life is everything. When I was out in the world, I got the door slammed on me many times, but I kept knocking on it.

Chief Madera: I think you will see these candidates come before you again and hopefully you will see more improvement.

Mrs. Fernandes: Perfect. That's all I have.

Mr. Debarge: Thank you. Mr. Goncalves.

Mr. Goncalves: I think Carmina said it all, um,

Mrs. Fernandes: Sorry. I like to talk.

Mr. Rosenblum: So does Tony.

Mr. Goncalves: Sorry, I'm with you on those. I have a concern with Mr. Roach but we will give him the benefit of the doubt and where I'm concerned. You guys all liked him, he presented himself really well but there's just that mysterious part that I'm not convinced yet. Um, as far as um, Goodchild he's incredible, I mean I can just picture him in a back room somewhere you know operating drones, it just. I think we will be very lucky to grab him like you said and get the offer out right away on him in my opinion. Um, Karaaslan what a great personality, refreshing for sure and Halastra very good job, very mature. The next two with Corbin and Cieslak those are two really good alternates there and I think that's an important one. Probably the toughest choice for me, um only because if one of those first four fail, we go ahead and put one of those two in there and they just both fantastic, really, really fantastic. I mean,

Chief Madera: The best part about that is if you don't see them, if they don't get appointed tonight, you will see them in the future. They will be your top choices again working through so again, we are in a very good position but again I have to emphasize those who stood out, stood out significantly. I think that's how the Board should make their appointment.

Mr. Goncalves: I know you've got Corbin and then Cieslak and I actually have Cieslak and then Corbin for five and six and like Carmina said the other kids are all great, it's I have like a renewed faith that you see this many because I was starting to believe that most of the 20 – 23 year old were bone heads out there and it's like, it's refreshing that there's, there's um this caliper of young people out there.

Chief Madera: Well I think that the community of Ludlow is very fortunate, and I think that we kind of have to give credit to where credit is due you know. Our schools, the families that are here, you know I think this is community where people want to be and the fact that our young people are coming back home and want to be here and raise their families here and work here and live here and give back is a testimony to what Ludlow is.

Mr. Goncalves: Yeah and as far as,

Mrs. Fernandes: And the Police Officers....a testimony to you guys.

Mr. Debarge: You already had your chance.

Mrs. Fernandes: Sorry.

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Mr. Goncalves: And where, no, no go ahead Carmina...as far as I think the guys hit it head on, right on, I mean you guys, you spent more time in coming up with a list you're right there.

Chief Madera: The Command staff's review with the assistance of members from the supervisory staff, and patrol have consistently done over the last six years, a tremendous job bringing to the Board the best candidates and their reviews and how they put it together and I think, um, and you can see that by the people who are working out there today. The Board has done an excellent job on providing the best Police Officers um, to the Town and,

Mr. Goncalves: And just I went through for ha ha's and I took the high and low of each one of the scores from the Command and the order stayed the same. So, there wasn't a fluke, I mean the mean and the average it all came out the same way. So, it wasn't that maybe somebody didn't see somebody a certain way or somebody saw somebody too well or too good it might have skewed it in the points, it ended up in the same order, which is kind of interesting. So, good job there and I'm with you on it Chief, I think I could live with your choices.

Mr. Debarge: You all set?

Mr. Goncalves: I'm ready.

Mr. Debarge: Alright. So first let me say congratulations to all the candidates. They all did a fantastic job, it's not easy to come into a room like this and um answer all these questions and they just did it with the Police Department, staff, supervisors, I'm sure that's just as, if not more intimidating. Um, so my hat's off to them. It's a different process then when I went through. It's a much more rigorous process then I when I went through and then they have to look forward to, if they get selected, an academy and then um a long and very good FTO program. So, it's a much longer process after. So, um they have to look forward to a lot of a lot tough things. Um, I have always been to the belief that the Chief's recommendation is an important thing simply because he is working along with the officers that have done the preliminary investigations, backgrounds all of that stuff. They get to know these, um, what's the word I'm looking for, interviewees intimately um, before they come before us. So, that is an important thing to me personally and the Chief's choices I do agree with. I have my reservations with Mr. Roach, for the simple fact of the things that have been discussed. Most importantly um, the interviews with the other law enforcement agencies, three times going to the final interview and three times not being selected. Um, as a Police Officer myself to me that throws a red flag. Um, the driver history, pretty extensive, um he had a great answer for that so um, I got to give that. It's not like mine was too different when I was younger so can't be a hypocrite on that. Um, I had, I did have Corbin ahead of him, I think Mr. Corbin did a fantastic job in his interview, the calmness, the answers, but the alternates are what I think are what is the important thing to talk about here in my opinion and I'm speaking in my opinion. Um, the alternates are a big play for this higher. For what I believe is going to happen with the first four, I think the alternates are a big play. So, um, in this I completely agree with the Chief's decision in order as well. If the Board chooses to go with that order, um my order that I did write down before was Goodchild one, Halastra two, Karaaslan three, I did have Corbin four with Roach and Cieslak as the alternates but I am willing to do what the Board feels on um, the Chief's position as I said, I am very good with going with the Chief's wishes on that order.

Mr. Goncalves: Do we motion?

Mr. Debarge: If um, if the discussion is over and someone wishes to make a motion.

Mr. Goncalves: I make a motion, Mr. Chairman that the job offering for the recommendation per the Chief, I am not sure do we have.....

Chief Madera: I think you have to do them separately. The appointments one and then the alternates second.

Mr. Goncalves: Okay, I make a motion that we appoint um, Goodchild, Halastra, Karasslan and Roach as the primary four offers, initial offers for employment.

Mrs. Fernandes: Second.

Ms. Villano: If I might Mr. Chairman, I think you have to, you have to do one, you have to do two, you have to do three, you have to do four.

Mr. Goncalves: Then I will have to amend my,

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Ms. Villano: Because I believe that will determine seniority.

Chief Madera: It does determine seniority rankings.

Mr. Debarge: I thought he did that, I'm sorry.

Mr. Goncalves: No, I didn't

Ms. Villano: No because he put all four of them in one motion.

Mr. Debarge: Okay.

Talking over each other.

Ms. Villano: I, you can either amend the motion and say your first selection is such person,

Mr. Debarge: Okay, got it.

Ms. Villano: But I think you have to call out by individual motion or by rank, this is the first selection, this is the second,

Mr. Debarge: Okay, I'm sorry. I thought he numbered them. Okay.

Mr. Goncalves: So, I would amend my motion as candidate Timothy Goodchild as selection number one, Oguzhan Karaaslan, or no I have Halastra, I'm sorry, Halastra as number two, Karaaslan as three and Mr. Roach as four.

Mrs. Fernandes: Who did you have a second for the motion that you did?

Mr. Goncalves: You did.

Mr. Debarge: You did.

Mrs. Fernandes: Both of us almost spoke at the same time.

Mr. Rosenblum: Yeah.

Mr. Debarge: Just waiting for Ellie.

Chief Madera: Mr. Goncalves can you just repeat that one more time because there was a switch up there for a second.

Mr. Goncalves: Goodchild is number one, Halastra number two, Karaaslan number three and Roach number four.

Ms. Villano: Right.

Mrs. Fernandes: Correct, second on that.

Mr. Debarge: Got it Ellie.

Ms. Villano: Yes.

Mr. Debarge: All in favor. Any opposed? Any abstained? Motion carries 4-0.

Chief Madera: Thank you.

Mr. Goncalves: I would make a motion that we choose candidate Corbin as the first alternate and candidate Cieslak as a second alternate.

Mrs. Fernandes: Second.

Mr. Debarge: All in favor? Any opposed? Any abstained? Motion carries 4-0.

Chief Madera: Thank you for your tremendous,

Mr. Goncalves: Good job, thank you.

Mr. Debarge: Thanks very much.

Chief Madera: efforts.

Mr. Rosenblum: We are only solidifying the hard work that you guys did.

Chief Madera: The Command Staff and the Investigative Detective Bureau who conducts the majority of our backgrounds, tremendous work, Detective Kornacki,

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Mr. Debarge: A lot of work huh?

Chief Madera: Acting Sargeant Detective Kornacki and yeah, the credit is theirs.

Mr. Debarge: I didn't see his name on anything. The delegation.

Chief Madera: Um, it's a very deliberate and comprehensive process. You can be very proud of it, it does a good job. Thank you again.

Mr. Goncalves: Thank you guys.

Mr. Debarge: Thank you.

Mr. Goncalves: Thank you Carrie. Have a good night.

Correspondence:

260. Chief Ryan Pease, Fire Department-requesting (1) industrial washing machine and (20) obsolete Scott Self-contained Breathing Air Packs to be declared as surplus by the Board and further requesting that they be allowed to dispose of them by donating them to the small volunteer Fire Department of the Town of Granville.

The Board agreed to allow the Fire Department to dispose of this equipment by donating it to the small volunteer Fire Department of the Town of Granville. Ms. Villano explained to the Board that they will have to declare them as surplus.

Mr. Rosenblum motioned, second by Mrs. Fernandes to approve that Chief Ryan Pease of the Fire Department one industrial washing machine and 20 obsolete Scott Self-contained Breathing Air Packs to be declared surplus by the Board and further request that they be allowed to dispose of them by donating them to the small volunteer fire department in the Town of Granville. Vote 4-0 all in favor.

261. Chief Ryan Pease, Fire Department-informing the Board of the retirement of Firefighter James A. Maciag which has been approved by the Hampden County Regional Retirement Board and the Public Employee Retirement Administration Commission (PERAC). His last date on the Town of Ludlow payroll is November 9, 2019.

Moved by Mrs. Fernandes, seconded by Mr. Rosenblum to approve the retirement of James A. Maciag on November 9, 2019 and thank him for his service to the Town. Vote 4-0 all in favor.

262. John R. Maher, Director of Government Affairs, Charter Communications – informing the Board of changes in the channel line-up and programming information.

Moved to file by Mr. Rosenblum, seconded by Mrs. Fernandes. Vote 4-0 all in favor.

263. Kerry Bodgan, Risk Analysis Branch Chief Mitigation Division FEMA Region I – informing the Board of the engineering data models being used in the ongoing flood risk project in the Chicopee Watershed.

Moved by Mr. Goncalves to file, seconded by Mrs. Fernandes. Vote 4-0 all in favor.

264. St. John the Baptist School – Application for license to conduct a One Day Game Commonly called Beano to be held on November 15, 2019 at St. Elizabeth Parish Center, 201 Hubbard Street, Ludlow (Designer handbag Bingo). Board to approve and sign.

Ms. Villano explained to the Board that there was an error on the agenda and the Board will need to approve the one-day Beano as well as a one-day Beer & Wine.

Moved by Mr. Goncalves, seconded by Mrs. Fernandes to approve the one-day Beano Permit for St. Elizabeth Parish on November 15, 2019 and to waive the fees. Vote 4-0 all in favor.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to approve the one-day Beer & Wine permit for St. Elizabeth's Parish on November 15, 2019 and to waive the fees. Vote 4-0 all in favor.

Unfinished Business:

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Board to approve and sign the contract between Forish Construction and the Town for the Senior Center Building.

Ms. Villano explained to the Board that this contract is being reviewed by Town Counsel and would like to have the Board approve to sign the contract once it is received from Town Counsel.

Moved by Mr. Goncalves, seconded by Mrs. Fernandes to approve the contract between Forish Construction and the Town for construction of the Senior Center Building and that the Board allows the Chairman to sign on the Board's behalf exclusively. Vote 4-0 all in favor.

New Business:

Chairman approved and signed all bills, warrants and abatements. A record of all warrants is in the Selectmen's office for perusal until provided to the Town Accountant's office.

Closing Comments:

Mr. Goncalves reminded everyone that Track and Field is having a fundraiser on December 4, 2019 at the Villa Rose Restaurant, Tony Tavaras will donate a percentage of all proceeds for that day. The Track & Field website is up for anyone that wants to read about it or make a donation, it's Ludlowsportscomplex.org. Track & Filed is also having a meeting on Thursday in Room 2 at Town Hall and public is welcome, take a look at the plans, make a donation, etc.

Mrs. Fernandes thanked the candidates that came in for interviews for the Police Department and encouraged the others that were not chosen to keep trying.

Mr. Rosenblum reminded everyone that on November 11, 2019 at 9:00 am at the high school the Town will be celebrating Veterans Day and that it is important to support those who have served or are serving our country. He also echoed Mrs. Fernandes thoughts and thanked the candidates that came in for interviews and that it was difficult decision because they were all great candidates.

Mr. Debarge thanked the Police Department for all of their help with the background information, etc for the nine candidates they interviewed. He thanked his colleagues as well for making it through two days and nine interviews and for making a difficult decision.

Moved to adjourn by Mr. Goncalves, seconded by Mrs. Fernandes at 9:03 pm. Vote 4-0 all in favor.

Ludlow Board of Selectmen

All related documents can be viewed at the Board of Selectmen's Office during regular business hours.